

AD-A073 418

AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TX

F/6 5/9

OCCUPATIONAL ANALYSIS OF THE CIVILIAN WG-6900 WAREHOUSING FAMIL--ETC(U)

NOV 78 J A BERGMANN

UNCLASSIFIED

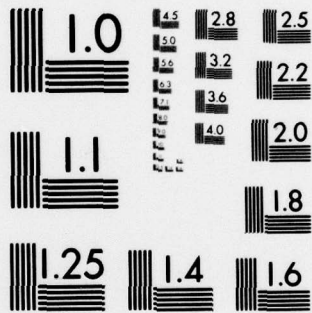
AFHRL-TR-78-65

NL

1 OF 2

AD
A073418





② LEVEL II

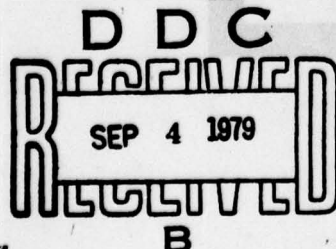
AIR FORCE



HUMAN RESOURCES

AD A073418

DDC FILE COPY



OCCUPATIONAL ANALYSIS OF THE CIVILIAN
WG-6900 WAREHOUSING FAMILY

By
Joseph A. Bergmann

OCCUPATION AND MANPOWER RESEARCH DIVISION
Brooks Air Force Base, Texas 78235

November 1978
Final Report for Period July 1974 - August 1978

Approved for public release; distribution unlimited.

LABORATORY

AIR FORCE SYSTEMS COMMAND
BROOKS AIR FORCE BASE, TEXAS 78235

79 08 31 031

NOTICE

When U.S. Government drawings, specifications, or other data are used for any purpose other than a definitely related Government procurement operation, the Government thereby incurs no responsibility nor any obligation whatsoever, and the fact that the Government may have formulated, furnished, or in any way supplied the said drawings, specifications, or other data is not to be regarded by implication or otherwise, as in any manner licensing the holder or any other person or corporation, or conveying any rights or permission to manufacture, use, or sell any patented invention that may in any way be related thereto.

This final report was submitted by Occupation and Manpower Research Division, under project 7734, with HQ Air Force Human Resources Laboratory (AFSC), Brooks Air Force Base, Texas 78235. Mr. Joseph A. Bergmann was the principal investigator.

This report has been reviewed and cleared for open publication and/or public release by the appropriate Office of Information (OI) in accordance with AFR 190-17 and DoDD 5230.9. There is no objection to unlimited distribution of this report to the public at large, or by DDC to the National Technical Information Service (NTIS).

This technical report has been reviewed and is approved for publication.

RAYMOND E. CHRISTAL, Technical Director
Occupation and Manpower Research Division

RONALD W. TERRY, Colonel, USAF
Commander

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM	
1. REPORT NUMBER 14 AFHRL-TR-78-65	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER	
4. TITLE (and Subtitle) 6 OCCUPATIONAL ANALYSIS OF THE CIVILIAN WG-6900 WAREHOUSING FAMILY	5. TYPE OF REPORT & PERIOD COVERED 9 Final Rept. July 74 - Aug 78		
6. PERFORMING ORG. REPORT NUMBER		7. AUTHOR(s) 10 Joseph A. Bergmann	
8. CONTRACT OR GRANT NUMBER(s)		12 107 P1	
9. PERFORMING ORGANIZATION NAME AND ADDRESS Occupation and Manpower Research Division Air Force Human Resources Laboratory Brooks Air Force Base, Texas 78235		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS 62703F 77340120 17 01	
11. CONTROLLING OFFICE NAME AND ADDRESS HQ Air Force Human Resources Laboratory (AFSC) Brooks Air Force Base, Texas 78235		12. REPORT DATE 11 November 1978	
13. NUMBER OF PAGES 108		14. SECURITY CLASS. (of this report) Unclassified	
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE	
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution unlimited.			
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)			
18. SUPPLEMENTARY NOTES			
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) civilian workforce job types cluster analysis manpower utilization CODAP occupational analysis force structuring occupational surveys job description personnel classification			
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) This is one of a series of reports concerning Air Force civilian employees, and marks the initial application of job survey methodology to the Wage Grade (WG) area. Data from 4,036 subjects were analyzed by use of the Comprehensive Occupational Data Analysis Program (CODAP). Comparative evaluations of job content for eight job series by Base and Air Logistics Center (ALC) supply system were performed, and job types were identified based on a cluster analysis. The report presents results of these analyses, evaluates the procedures employed in the study, and makes recommendations for future applications of this technology to the civilian workforce.			

DDC
RECEIVED
SEP 4 1979
B

79 08 21 031
404 415

alt

TABLE OF CONTENTS

	Page
I. Introduction	3
II. Method	3
Sample	3
Inventory Development	4
Procedure	4
Discussion	4
Administration	5
Procedure	5
Discussion	5
Data Processing and Analysis	7
Procedure	7
Discussion	7
III. Results and Discussion	8
Special Group Analysis	9
Base/ALC Groups	9
Base AFSC Groups	10
Job Type Analysis	14
Receiving Clusters	14
Inspecting Cluster	17
Storage Clusters	17
Tool and Parts Attending Clusters	17
Freight Loading Cluster	17
Equipment Operation Clusters	17
Supervising and Managing Clusters	18
IV. Conclusions and Recommendations	18
References	21
Reference Notes	21
Appendix A: Job Descriptions for Base/ALC Job Series Groups	23
Appendix B: Difference Descriptions for Base/ALC Job Series Groups	40
Appendix C: Job Descriptions for Base AFSC Groups	57
Appendix D: Difference Descriptions for Base AFSC Groups	61
Appendix E: Discussion of Job Types Identified by CODAP Clustering	68
Appendix F: Job Descriptions for Job Clusters	85

LIST OF ILLUSTRATIONS

Figure	Page
E-1 Diagram of grouping sequence – clusters	69
E-2 Grouping sequence of job types within clusters	70

LIST OF TABLES

Table	Page
1 Distribution of Data Quality Categories by Type of Administration	6
2 Mean Responses to Job Attitude Questions – Total Sample	8
3 Average Months in Five Tenure Categories – Total Sample	9
4 Distribution of Job Series by Supply System and Specific ALC	10
5 Average Grade by WS and WG Categories for Base/ALC Job Series Groups	11
6 Average Number of Tasks Performed and Mean ATDPUTS Values for Base and ALC Job Series Groups	12
7 Distribution of Percent Time Spent on Duties by AFSC Subgroups	13
8 AFSC versus Job Series Comparisons	13
9 Background Summary Data for Job Clusters	15
10 Task Summary Data for Job Clusters	16
E-1 Distribution of Job Types Within Clusters by Supply System and Specific ALC	71
E-2 Background Summary Data for Job Types within Clusters	72
E-3 Task Summary Data for Job Types within Clusters	74
E-4 Average Percent Time Spent in Duties – Job Types by Cluster	76

ACCESSION for		
NTIS	White Section	<input checked="" type="checkbox"/>
DDC	Buff Section	<input type="checkbox"/>
UNANNOUNCED		<input type="checkbox"/>
JUSTIFICATION		
BY		
DISTRIBUTION/AVAILABILITY CODES		
Dist. AVAIL. and/or SPECIAL		
A		

OCCUPATIONAL ANALYSIS OF THE CIVILIAN WG-6900 WAREHOUSING FAMILY

I. INTRODUCTION

The United States Air Force Job Survey Program was established to collect, analyze, and report information describing Air Force occupations. The information provided by job analyses of the survey data is fundamental to Air Force personnel management systems. Such information is essential in writing specialty descriptions and developing training curricula and in the selection and classification processes. The implementation of the program has resulted in significant documented savings in training costs alone (Christal, 1974).

As occupational data gathering and analysis procedures became operational for the military, it became desirable to provide the Air Force with comparable information that could be used to develop improved civilian personnel management systems. Civilian employees represent one-third of the total Air Force personnel strength, and availability of information on this segment is vital in order to achieve equivalent benefits with regard to total force structure and to facilitate total force management.

The initial effort in applying job analysis methodology to civilian Air Force employees (Garza, 1972) demonstrated the efficacy of job analysis techniques for General Schedule (GS) jobs. Continuation of job analysis methodological research in the civilian sector involved extending occupational survey and analysis techniques to the Wage Grade (WG) population.

The problem here addressed is in response to RPR 74-19, Occupational Data Development and Analysis for Air Force Civilian Employees, forwarded to the Air Force Human Resources Laboratory (AFHRL) by USAF/DPC. Specifically, AFHRL was tasked with developing a technology and methodology for obtaining occupational data at the task level on Air Force WG employees. Particular emphases were to be placed on determining the feasibility of the procedures, evaluating data quality, identifying associated problems, and refining methods. If successful, descriptive data identifying job type clusters and defining similarities and differences between groups (such as job series) could lead to numerous spin-offs for operational users. Availability of such expanded job description information could have direct implications for civilian manpower utilization, force structuring, personnel classification, and possible plans for reorganization (including possible civilianization of military positions). These data should produce better management of the Air Force civilian workforce and support single force management decisions.

II. METHOD

Sample

The WG-6900 Warehousing Family was chosen for investigation because the variety of jobs it contained would test the extremes of the methodology. Computer program modifications allowed the selection of 7,500 subjects for investigation. Subjects were randomly selected by the servicing Civilian Personnel Officers (CPOs) from number-within-series tables furnished by AFHRL. The tables were constructed from distributions of the E201 Central Civilian Master Record computer file provided by USAF/DPC. Comparisons on selected factors, such as job series, grade, education, total months in present job, number of subordinates, and command, indicated the sample of respondents was representative of all WG-6900 cases on the E201 file. Subjects were located at 108 bases and other installations and four Air Logistics Centers (ALCs): Oklahoma City ALC (OC-ALC), Tinker AFB; Ogden ALC (OO-ALC), Hill AFB; Warner Robins ALC (WR-ALC), Robins AFB; and San Antonio ALC (SA-ALC), Kelly AFB. WG-6900 Warehousing personnel at one additional ALC, four bases, and four smaller facilities were not included in the survey. The final analysis sample contained 4,036 cases.

Inventory Development

Procedure

An initial task list was provided by a recent airman job inventory of Inventory Management and Materiel Facilities Specialists conducted by the Air Force Occupational Measurement Center (AFOMC). The OMC task list was broadened by screening and evaluating source documents for additional relevant tasks. These documents included Civilian Position Descriptions, Supplemental Qualifications Questionnaires, Civil Service Commission Classification and Qualification Standards, Air Force Manuals, Regulations, and Technical Orders. In addition, 10 Position Management Specialists and 92 employees were interviewed at three bases and three ALCs. Interview sessions included tours of the respective Base, Center, and Medical supply systems.

In a field review process, the resulting revised and expanded task list was evaluated by 120 supervisors of WG-6900 job incumbents for accuracy and completeness. All suggestions from the field were incorporated into the final task list. The job inventory, consisting of this task list, a list of equipment items, and a background information section, was forwarded to USAF/DPC for coordination prior to administration.

Discussion

The WG-6900 Warehousing Family Job Inventory included tasks performed by Air Force WG employees working in three different supply systems. In the WG area, the Base and Medical systems are not essentially different. Although Base and ALC system differences are not as extensive in the WG as in the GS areas, they still are quite numerous. Some of the major differences are (a) a much greater degree of specialization within the ALCs, (b) dependence of the Center system on automation and mechanization, (c) no common organizational structure of the ALCs below the Branch level, resulting in (d) no uniform assignment of duties between ALCs. These last two are chiefly dependent on the types of items for which each ALC is assigned prime responsibility.

Base WG employees work alongside enlisted service members, so an existing task list, constructed for airmen specialties, would probably contain all or certainly most tasks accomplished by civilians performing these similar jobs. This was the case with the existing OMC task list. In contrast, very few enlisted persons are assigned to ALCs. Because of this situation, the initial Warehousing task list did not include many tasks typically performed only by civilians at the ALCs. Because of the differences in the two supply systems, it was obvious the task list must be expanded.

Two sources provide a large pool of tasks for OMC enlisted military job inventories. These are the Airman Classification Regulation, (AFR 39-1) and the Numerical Index of Specialty Training Standards, (AFR 0-8). Parallel sources were sought for the Warehousing Family of jobs. No Civil Service Commission Classification or Qualification Standards were available at the time of inventory development for most of the job series being examined. Those available were evaluated, but were not found to be a valuable source of task data because of necessary generality and incompleteness (when available, these sources should be examined when civilian surveys are being designed to obtain certain specific tasks which may differentiate between grade levels within the same series).

The New Man training program was still being formalized during this period, and course outlines were not available. New Man is an Air Force Logistic Command (AFLC) program in which qualified employees in "dead-end" positions (e.g. WG-6 Warehouseman) receive extensive classroom training and on-the-job training OJT to become Materials and Equipment Inspectors with an associated grade and salary increase, usually WG-8. No other formal training courses were identified, other than OJT. This will be true of most Air Force civilian job series.

In a search for alternate source documents, 56 civilian position descriptions were carefully screened and evaluated. As position descriptions contain only broad duty statements and are not task oriented, few

tasks were taken from this source. The descriptions did verify that essential differences existed between the center and Base supply systems.

The Supplemental Qualifications Questionnaire for the WG-6900 Warehousing Family, AF Form 2310, was used to identify specific equipment items which might otherwise have been overlooked. It did not contribute to the basic task list.

Finally, Air Force manuals (e.g., AFM 26-3, Vol III, AF Manpower Standards), regulations (e.g., SAAMA-KAFBR 23-1, Organizations and Functions of SAAMA, see Note 1), and technical orders (TOs) were reviewed. These served as a basis for inventory organization but aided little in task identification. (TOs are an invaluable task source for maintenance-related job series.)

A task source was discovered for ALC system tasks in the Warehousing area late in the inventory construction process. WR-ALC was designated the test base for the AFLC Personnel and Product Evaluation Program (PPEP, Note 2). PPEP was established as a means of evaluating the performance of personnel and the products they produce and use. The first step in the program was to construct comprehensive task lists of all work performed within the ALC. Highly qualified technical experts in their respective fields used their own extensive experience as well as functional statements, organizational charts, TOs, directives, job descriptions, and any other available source to gather information for preparing task lists. WR-ALC made the resulting task lists available to AFHRL, and these were used extensively in finalizing the Warehousing job inventory task list. Unfortunately, this source is no longer available for future efforts, as PPEP was phased out in 1973.

Face-to-face interviews surfaced as the most comprehensive, if not the most efficient, means of revising and expanding the initial task list. Subject Matter Specialists (SMSs) were asked first to describe their jobs, then to evaluate the task list and add tasks they knew were being performed by someone in their job series. Once a basic task list had been constructed, SMSs were able to evaluate, correct, and add to this list in a highly satisfactory manner.

The field review process provided valuable information from warehousing personnel working at unique installations, where they share supply clerical or funds monitoring duties, and from those working in specialized storage areas, such as missile storage, food storage, medical units, commissary sales stores, and a dock facility. The field review resulted in the addition of 54 task statements, revision of the duty/task presentation format, and inclusion of many specific equipment items.

One possible effect of attempting to encompass work performed within two essentially different systems warrants discussion. The Base/ALC differences enumerated previously resulted in the construction of a job inventory that included some task statements that may have been too broadly worded. Two job incumbents, one working in a Base Supply system, the other at an ALC, might indicate they perform the same task; yet due to a difference in level of interpretation of that task, the actual work being performed by these two employees could be fundamentally different. Feedback from the field indicated the same situation existed between ALCs and even between different sections at the same ALC. Though this problem probably applies to only a few tasks, the actual extent and impact remain undetermined.

Administration

Procedure

Over 50% of the sample was concentrated at the four ALCs. The CPO at each ALC was notified in advance of the job inventory mailout to allow timely completion of sample selection. The CPOs were supplied with instructions for both individual and group administration of the inventory, the method being optional for CPO convenience. Completed inventory booklets were sealed by respondents in the provided envelopes to insure confidentiality prior to their return to the CPO administrator, who consolidated and returned the booklets to AFHRL.

Discussion

At the time of administration of the WG-6900 Family job inventory, no systematic method of administration existed because the CPOs were not experienced with procedures firmly established by OMC and used by Consolidated Base Personnel Offices (CBPOs) for surveying military members.

There are some indications that the job inventory had minimal CPO and management support at some locations, but this is understandable when several factors are considered. First, the impact of the inventory on AFLC was tremendous — 4,097 booklets were sent to the four ALCs. This resulted in a 120-day extension of the original 15-workday suspense date for completion and return of the inventories. Second, completion of the inventory took from 30 minutes to 2 hours, so an employee's productive time was lost for that period. Thirdly, the sole authority for the inventory was a USAF/DPC Letter of Authorization, valid for a period of only 90 days. Finally, as this was just a feasibility study and only the second job inventory of civilian employees, the demonstrated payoffs from data collections for civilians was not apparent at that time.

Civilian job inventories have since been authorized and survey procedures established by the publication of AFR 35-2, Occupational Analysis Procedures for Conducting Occupational Surveys and Air Force Specialty Evaluations. This regulation should insure tighter administrative controls for future civilian inventories; however, it must be the responsibility of the surveying organization to insure future civilian job inventories are designed and planned to have minimal disruption of the operating forces.

Eighty-two percent of all booklets mailed out were returned. This figure is rather high in comparison to military enlisted rates of OMC job inventories. Of the total Warehousing response, 27% were not usable, and had to be discarded. This loss rate is higher than for military inventories. An additional 40% had to be hand-corrected for a variety of reasons. Although data are not available for the total sample, 937 cases were logged by type of administration — self or group. It is evident from Table 1 that group administration is far superior to self-administration. The relatively large percentage of employees who did not complete the inventory on a self-administered basis would seem to indicate a credibility problem with the individual job incumbents not encountered with military surveys. Military pay is dependent on grade, and not necessarily on specific tasks being performed; but civilian pay and grade are closely tied to performance of specific tasks. It is reasonable to assume many civilian employees would initially be hesitant and poorly motivated to complete a comprehensive checklist of tasks they perform without reassurances and explanations from a survey administrator, even though the purposes and uses of the data were fully explained in the inventory instructions.

Table 1. Distribution of Data Quality Categories by Type of Administration (N=937)

Administration	% Returns Good	% Returns Correctable	% Returns Unusable	% Returns Blank
Self	22	21	37	21
Group	79	17	3	1

Group administration is definitely the preferred method of administration for all future civilian job inventories. This method not only allows the administrator to answer procedural questions, but also to more fully explain the purposes of data collection and uses of the data, thus lessening employee fears and enhancing credibility. The procedure will require as much as 2 weeks advance notice of inventory mailouts so CPOs can arrange for group administration.

The Warehousing survey instrument was probably too lengthy for some employees to be expected to complete accurately. The mean education level of the analysis sample is 11.38 years (SD 2.31). While 50.48% of the sample had 12 years of education and 18.67% had completed some college work, 30.35% had not completed the 12th grade. The 713 task statements necessary for adequate coverage, combined with an extensive background information section, may have been a source of frustration and fatigue for many respondents. A further complication resulted from the language difficulties that exist in some sections of the United States which were sampled heavily for this study. For example: on their own initiative, the SA-ALC Directorate of Distribution made an attempt to utilize Spanish-speaking translators

to read and interpret the task list to many employees. SA-ALC survey administrators reported this effort was unsuccessful, and over 300 employees did not complete the job inventory, indicating a lack of confidence in their English language reading ability as the reason.

By USAF/DPC direction, completion of the Background Information section by inventory respondents was completely voluntary. This, combined with the preceding factors, affected data quality and complicated the analysis, as illustrated by the following example. As completed booklets were returned from the field, they were logged by base or tenant organizations with associated major command indicated. Inspection of the major command variable reveals over 24% of the analysis sample of valid cases did not respond to this variable. Of those who did respond, only 2% had supplied inaccurate information for this variable. While some variables had very high response rates, others were even lower than the major command variable, but there was no evidence of any deliberate response faking.

Data Processing and Analysis

Procedure

Booklets were keypunched and optically scanned, and the data were merged to form complete case records. Comprehensive Occupational Data Analysis Programs (CODAP) techniques were employed to complete the job analysis (Christal, 1974). CODAP is capable of producing consolidated job descriptions for any group of employees defined by their responses to specific job inventory items. These descriptions reflect (a) percent of members performing each duty (or functional area) and task, (b) average percent time spent by members performing, (c) average time spent by all members, and (d) the cumulative average percent time spent by all members for each duty and task in the job inventory. For this study, special groups were created for each classification series (for example, WG-6904, Tool and Parts Attendant). Each classification group was further divided into base and ALC groups, and separate composite job descriptions were computed.

To aid in identifying areas of similarity/dissimilarity between two groups, difference comparisons can be made between the groups' job descriptions. A CODAP program calculates and reports these differences in percent of members in the compared groups performing each task. Difference descriptions were obtained for the base/ALC subgroups within each job series.

Each group was compared on responses to background information questions using the CODAP Variable Summary Program. This program reports frequency distributions and computes means and standard deviations for specified background variables. Variable summaries were computed for all groups identified in the analysis.

Average Task Difficulty Per Unit Time Spent (ATDPUTS), an index of the difficulty of work performed, was also computed for each group. ATDPUTS, scaled from 1 to 9, is derived by summing the cross products of supervisors' mean task difficulty values by time spent values for tasks performed in a specific job (Mead & Christal, 1970).

A cluster analysis was accomplished to group people who perform common jobs, independent of personnel categories. These groups are called Job Types. Computational methods of the hierarchical-grouping process are described by Christal and Ward (1967). The resulting groups are identified by six-character identification numbers assigned by the computer (e.g., GP0167-Materials and Equipment Inspectors). After job types were identified (see Archer, 1966), data concerning these groups were compared and summarized in the same manner as the special job series groups.

Discussion

The Warehousing job inventory represented the first attempt by AFHRL to use the optical scanning method of data processing. The unit which printed the inventory booklets was not equipped to handle the degree of precision necessary for optical scanning alignment, and 306 booklets were rejected by the scanner. An attempt was made to recover as many of these as possible, and 279 case booklets were recovered, keypunched, and entered onto the computer data tapes. The matching of the scanned task data

and the keypunched background data items was very complex, with no precedent having been established for this process. In addition, computer program modifications had been developed for this inventory to allow hierarchical grouping of 7,000 cases if all booklets were returned (previous programs had been limited to 1,996 cases). These programs were untested. For these reasons, usable computer output was not available until 7 months after all booklets were returned from the field. Even so, it was later discovered that reformatting of the data was necessary, and after that, the data analysis would have to be reaccomplished entirely from the beginning.

Much was learned and many refinements made through this processing sequence, e.g., requiring a tape audit after the match-merge process has been completed. As no major problems have been encountered in any of the aforementioned areas in subsequent studies, the data processing problems were judged to be unique to this effort and should not be a concern in future studies.

The CODAP analysis programs and techniques were applicable to this reaccomplished study without additional modification.

III. RESULTS AND DISCUSSION

The major findings of the special and job-typing analyses are presented in this section. Table 2 contains mean responses of the total sample to 41 job attitude questions, which did not differ significantly between any of the analysis groups. The total sample responses were averaged for five job tenure variables and are reported in Table 3.

Table 2. Mean Responses to Job Attitude Questions – Total Sample

			Mean	SD
Scale				
1. Extremely dissatisfied	4. Slightly dissatisfied	7. Moderately satisfied		
2. Very dissatisfied	5. Neither dissatisfied	8. Very satisfied		
3. Moderately dissatisfied	6. Slightly satisfied	9. Extremely satisfied		
			Mean	SD
Importance of your job to the Air Force			7.82	1.54
Advantages of making a career of civil service			7.71	1.68
Attitude of your family toward your job			7.63	1.63
Opportunity to always have something to do			7.45	1.63
Independence in setting your own work pace and procedures			7.41	1.80
Chance to benefit others by doing your job			7.41	1.74
Chance to do a job from start to finish			7.22	1.90
Relationships between military and civilian employees on the job			7.14	1.83
ALL THINGS CONSIDERED, HOW SATISFIED ARE YOU WITH YOUR PRESENT JOB?			7.12	2.04
Your unit's policies concerning leave			7.11	2.07
The physical demands of your job			6.92	1.86
Your status in the civilian community resulting from your job			6.85	1.78
The amount of job security you have			6.82	2.05
Your unit's treatment of civilians			6.80	2.12
Amount of interesting work you get to do			6.75	1.91
The spirit of teamwork which exists between your co-workers			6.74	2.28
The way your facility conducts special training such as race relations, drug control			6.61	2.16
Opportunity to suggest and implement new ideas			6.52	2.19
Hazards involved in performing your job			6.51	2.04
Amount of additional duties associated with your job			6.40	2.10

Table 2 (Continued)

	Mean	SD
Extent to which military and civilians are given equal pay for equal work	6.39	2.02
The amount of control your job gives you over people and material	6.37	2.04
Opportunity your job gives you to meet interesting people	6.33	2.38
The way your job uses your talents and training	6.28	2.29
The way your job description gives a true picture of actual tasks and responsibilities of the job	6.26	2.43
Amount of retraining required by your specialty	6.20	2.14
Frequency with which you are asked to perform undesirable tasks not in your job description	6.19	2.19
Your fringe benefits compared to those of military members	6.13	2.26
Availability of information concerning pay, promotion, benefits, job classification, and other personnel actions	5.99	2.45
Availability of self improvement training	5.93	2.46
Availability and condition of tools, supplies, and equipment	5.90	2.43
Availability of Civilian Personnel specialists and the way in which they serve you	5.81	2.44
The way your unit handles grievances	5.78	2.44
Amount of overtime required by your job	5.65	2.65
TDY associated with your job	5.53	2.63
Opportunities for self improvement and job expansion	5.34	2.65
Recognition your unit gives for good performance	5.30	2.79
Lighting, temperature, and noise level in your work area	5.18	2.63
The way your unit provides equal employment/promotion	5.12	2.78
Opportunities for advancement provided by your job	4.43	2.69
Chances for promotion based on the way you do your job	4.41	2.77

Table 3. Average Months in Five Tenure Categories – Total Sample

Category	Mean	SD
Total months present grade	72.95	76.83
Total months present position	74.37	78.51
Total months present series	82.64	83.54
Total months present base	147.84	101.18
Total months Federal Civil Service	171.28	107.59

Special Group Analysis

Composite job descriptions and group difference descriptions are included in Appendices A, B, C, and D for both the Base/ALC and the Base Air Force Specialty Code (AFSC) groups to follow.

Base/ALC Groups

Several important Base/ALC differences were evident from, and consistent throughout, the special group analysis. More Base system respondents perform functions involving vehicle and forklift operation than do ALC respondents. This is somewhat surprising since many more ALC employees reported a job title in combination with these operations (e.g., Warehouseman/Forklift Operator) than did Base personnel. These job incumbents were classified in job series 6907, Warehouseman, not in 6908, Warehouseman/

Forklift Operator. Base employees also perform more tasks associated with the local purchase operation. Base system foremen have much more freedom within the planning function than do their ALC counterparts, both in planning for receipt, storage, and issue of property and in planning the layout of facilities. Because of the enormity and complexity of the storage facilities within AFLC, these functions are performed by employees in a special General Schedule job series, GS-2030, Distribution Facilities and Storage Management. ALC foremen have much more opportunity to establish organizational structure, although this is closely governed by Air Force regulations for Base Supply.

Tasks performed at the ALCs involved several items, procedures, and forms not an integral part of the base system (ZCB cards, AF Form 20-Repair Cost and Repairable Value Statement). ALC functions typically involved mechanical conveyor lines or power conveyors and the control panel governing their operation. Because of the maintenance mission of AFLC, functions involving Not-Operationally-Ready Supplies (NORS) and NORS-related items were reported much more frequently by ALC respondents. Operations involving computer interaction (completing computer formats, interrogating computer) were reported by many more ALC than base employees.

Distribution of job series by supply system with breakdowns by specific ALC are reported in Table 4. Note the imbalance in series 6965, Materials and Equipment Inspecting, between the two systems, favoring the ALCs.

Table 4. Distribution of Job Series by Supply System and Specific ALC

Job Series	Supply System		Specific ALC			
	Base	ALC	OC-ALC	OO-ALC	WR-ALC	SA-ALC
6900 - Supply Work Helping	41	16	3	0	12	1
6904 - Tool, Stock, and Parts Keeping	110	89	26	23	9	31
6907 - Warehousing	1,328	1,184	395	273	123	393
6951 - Supply Work Supervising	37	11	0	2	1	8
6960 - Warehousing (Obsolete) ^a	60	9	4	0	4	1
6965 - Materials and Equipment Inspecting	169	663	204	55	53	351
6966 - Identifying and Condition Verifying	50	47	17	25	3	2
6968 - Aircraft Freight Loading	95	72	2	35	13	22
	1,890	2,091	651	413	218	809

^aAt the time of survey, 6960 was an invalid series, being collapsed with several other series into 6907.

Table 5 displays average grade by schedule and series for the Base/ALC groups. A one-way analysis of variance (ANOVA) indicates six significant differences between Base/ALC pairs. Although some comparisons show a higher grade for Bases, in each of the significantly different comparisons, the ALC average grades are higher than the Base system groups.

The average number of tasks performed and the mean ATDPUTS (task difficulty index) values are reported in Table 6 for the Base/ALC job series groups. ALC employees tend to perform more tasks on the average, while Base system jobs were computed to be slightly more difficult on the average between job series groups. The largest difference in mean ATDPUTS values, series 6965, reflects the many ALC inspectors performing less difficult material processing or storage tasks in addition to the more difficult material inspecting tasks. This point will be clarified in the job type portion of the Results section.

Base AFSC Groups

In addition to the Base/ALC classification series groups, series 6907, Warehouseman, working in Base Supply was split into three groups defined by different AFSCs. Percent time spent on duties data for these AFSC subgroups, summarized in Table 7, demonstrate the divergent nature of these groups, especially on time-consuming duties. The Materiel Facilities group contains warehousing personnel who spend the largest portion of their time in two distinct functions—receipt and storage. Data from the cluster analysis to follow

Table 5. Average Grade by WS and WG Categories for Base/ALC Job Series Groups

Series	WS Category				WG Category			
	N	Average Grade	SD	F	N	Average Grade	SD	F
6900	Base ALC	3 0	5.67 .47		34 15	5.56 6.07	1.09 1.39	1.92
6904	Base ALC	7 6	5.00 6.83	4.05	99 79	5.53 5.86	.73 .69	9.42**
6907	Base ALC	187 63	5.29 6.37	23.29**	1,093 1,098	5.35 5.83	.85 .59	235.95**
6951	Base ALC	30 11	7.17 9.00	5.63*	6 ^a 0	6.67	1.60	
6960	Base ALC	10 3	5.60 6.67	7.40*	46 6	5.54 5.33	.68 .94	.46
6965	Base ALC	28 125	7.11 8.26	10.29**	136 523	7.75 7.87	.87 .61	3.44
6966	Base ALC	3 1	6.33 6.00		46 44	6.78 6.77	.69 .60	
6968	Base ALC	9 6	7.33 8.00	.32	14 62	6.71 6.45	.70 1.17	.64
Total ^b Sample	506	6.58	2.07		3,384	6.09	1.19	

^aReported in error, as all series 6951 employees are WS category.

^bTotal Sample numbers are not additive, as they reflect employees who did not report a job series.

* p < .05.

** p < .01.

Table 6. Average Number of Tasks Performed and Mean ATDPUTS Values for Base and ALC Job Series Groups

Job Series	Base			ALC			Base ANOVA ATDPUTS Values
	Average Number of Tasks Performed	Mean ATDPUTS Values	SD	Average Number of Tasks Performed	Mean ATDPUTS Values	SD	
6900 - Supply Work Helping	96	4.5622	.4485	168	4.5833	.3268	.0292
6904 - Tool, Stock, and Parts Keeping	97	4.6165	.3366	126	4.5750	.4122	.6114
6907 - Warehousing	90	4.4815	.4334	128	4.4377	.3643	7.4109**
6951 - Supply Work Supervising	172	5.2339	.4406	240	5.2915	.2339	.1717
6960 - Warehousing (Obsolete)	85	4.4475	.4291	142	4.6370	.5677	1.4008
6965 - Materials and Equipment Inspecting	114	5.3452	.2753	181	4.9428	.3322	210.9791**
6966 - Identifying and Condition Verifying	103	4.7484	.3341	89	4.5816	.3955	5.0561*
6968 - Aircraft Freight Loading	128	4.7893	.3211	133	4.5815	.2480	10.5503**

* $p < .05$.

** $p < .01$.

**Table 7. Distribution of Percent Time Spent on Duties
by AFSC Subgroups**

Duty Title	AFSC Subgroups		
	Transportation Related	Services and Commissary	Materiel Facilities
A Planning	5	6	6
B Managing	8	7	7
C Inspecting and Evaluating	2	2	2
D Training	1	1	1
E Receiving Property	26	19	18
F Inspecting, Identifying, and Classifying Property	3	5	5
G Processing and Storing Property	4	17	22
H Inventorying Supplies and Equipment	1	14	7
I Issuing and Controlling Property	5	7	13
J Transferring and Shipping Property	21	6	6
K Loading or Unloading Shipments	10	1	1
L Operating or Maintaining Equipment and Facilities	13	14	10
M Researching, Maintaining, and Preparing Publications, Files, and Records	1	1	2

indicate that if it had been possible to split this group by function, then differences between tasks performed by the two resulting groups would have been as diverse as between the AFSC subgroups.

Data from the job inventory contained significant numbers of respondents with nine different AFSCs and eight different job series (along with numerous infrequently reported or nonexistent AFSCs). This is the result of two different classification systems—civilian and military—affecting every civilian job in the Air Force. Table 8 summarizes AFSC versus Job Series anomalies for a single AFSC and for one job series.

Table 8. AFSC versus Job Series Comparisons

Valid AFSCs frequently reported by series WG-6907 Warehousemen

601X0 – Packaging Specialist
602X0 – Passenger and Household Goods Specialist
602X1 – Freight Traffic Specialist
605X0 – Air Passenger Specialist
605X1 – Air Cargo Specialist
611XX – Supply Services Specialist
645XX – Inventory Management Specialist
647XX – Materiel Facilities Specialist
915XX – Medical Materiel Specialist

Valid Job Series frequently reported by AFSC 647XX Materiel Facilities Specialists

6900 – Supply Work Helping
6904 – Tool, Stock, and Parts Keeping
6907 – Warehousing
6951 – Supply Work Supervising
6960 – Warehousing (Obsolete)
6965 – Materials and Equipment Inspecting
6966 – Identifying and Condition Verifying
6968 – Aircraft Freight Loading

Job Type Analysis

The job type analysis resulted in the identification of 65 job types, representing 55% of the total sample, which combined to form 20 clusters of related jobs, containing 94% of the total sample (clusters include cases joining in successive stages, i.e., after job types were formed). A detailed discussion of job types by clusters is included in Appendix E. A summary of the major points of the job-typing analysis follows.

Job types were separable within clusters for a variety of reasons, including job title, AFSC, wage schedule, organization, function assigned, etc. These were not consistent from cluster to cluster, nor even from one job type to another within the same cluster; however, the single most discriminating factor between job types was Base or ALC assignment. Only 11 of 65 job types were not primarily Base or ALC, but were composed of members of both systems. Except for two instances, base personnel did not cluster by major command, base, or specific organizational assignment; whereas ALC personnel did.

Within the Standard Base Supply system, the functions of receipt, inspection, and storage of property are separate and distinct, though both receipt and storage are performed by series 6907 Warehousemen. At the ALCs, these three functions overlap tremendously, and receipt and inspection are repeated several times through the process of distribution. This is reflected by the dual job titles common throughout the ALC job types—Materials and Equipment Inspector/Warehouseman, Materials and Equipment Inspector/Processor, Materials and Equipment Inspector/Verifier, etc. Of the 22 ALC job types, 10 are almost entirely composed of Warehousemen and Inspector combinations. These job titles are an accurate reflection of task performance, which is a blend of inspection, processing, and storage-related tasks. As expected, grades within these job types vacillate between WG-6 and WG-8. Some number of these employees were undoubtedly at various stages of New Man training, but few respondents indicated this.

The following is a brief narrative discussion of each of the 20 clusters resulting from the job typing analysis. Group presentation does not represent actual clustering sequence. Ordering by function is for ease of discussion only. Background and task data are included (Tables 9 and 10) and, when appropriate, job titles and assignment data. Job descriptions (top tasks in terms of percent members performing) for the 20 clusters are included in Appendix F.

Receiving Clusters

Receive, unload, check quantity, condition and status, and distribute Material.

GP0025 Freight Checking. The 45 members of this cluster perform an average of only 14 tasks involving checking material as it arrives, verifying quantities received, and arranging for delivery and distribution of the material. These Warehousing series employees hold a Materiel Facilities or Supply Services Specialist AFSC.

GP0358 Receipt/Processing. These employees perform numerous tasks involving receiving property, verifying quantities, segregating property requiring special handling, and processing material for storage. Note in Table 9 the high average WG grade in all Base/ALC or ALC clusters containing both series 6907 and 6965 personnel. This is due to the influence of the combined Materials and Equipment Inspector/Warehouseman or /Processor positions from the ALCs.

GP0087 Receiving. The tasks performed by members of this cluster are more restricted than those of the previous group. The average of 46 tasks performed by this group involve receipt and verification of property items, but members then turn items directly over to the Inspecting section and do not perform tasks which involve preparing the material for storage.

GP1311 ALC Receipt/Storage. This cluster of Warehousemen and Materials and Equipment Inspectors/Warehousemen are located in the Storage sections of ALCs. Members perform a variety of tasks involving receiving, identifying, preparing for, and storing property. The cluster would have been as appropriately placed with the storage clusters, as it is a warehousing job and not a part of Central Receiving.

Table 9. Background Summary Data for Job Clusters

Cluster	N	Base	Base/ ALC	ALC	%WS	Average WS Grade	Average WG Grade	AFSC ^a	Skill Level	Job ^b Series
Freight Checking (Base)	45	X			2	6.00	5.59	647,611	3,5	6907
Receipt/Processing	125		X		2	4.00	6.10	647	3,5	6907,6965
Receiving	316		X		1	5.33	5.95	647	3,5	6907,6965,
										6966
ALC Receipt/Storage	352			X	1	5.00	6.69	647	5	6907,6965
Materials and Equipment	356		X		7	7.12	7.63	647	5,7	6965,6907,
Inspecting										6966
Base Storage	198	X			4	4.75	5.55	647	3,5,7	6907
Commissary/Services (Base)	261	X			6	4.67	5.26	611,647	3,5,7	6907,6960
ALC Storage	211			X			6.30	647	5	6907,6965
ALC Storage/Transfer	194			X	1	7.00	6.32	647	5	6907,6965
Storage	300		X				5.46	647,611	3,5	6907,6904
Special Handling	87		X				6.29	647,602	3,5,7	6907,6965
Stockroom Management	55	X			2	6.00	5.63	645,647	3,5,7	6904,6907
Tool and Parts Attending	120	X			5	5.50	5.63	647,645	3,5,7	6904,6907
Aircraft Freight	237		X		11	5.96	6.03	602,605,	3,5,7	6907,6968
Loading								647		
Equipment Maintenance										
and Operation	25	X					5.37	647,611	3,5	6907
Vehicle Operating	139		X		1	5.00	5.51	647,611,	3,5	6907
								602,605		
Storage Foreman (Base)	97	X			49	5.19	5.48	647,611	3,5,7	6907
Receiving Foreman (Base)	48	X			58	6.04	5.63	647	5,7	6907
Working Foreman	284		X		35	7.01	6.58			
Managing	333		X		68	7.04	5.67		7,9	

^a AFSC

602 - Freight Traffic Specialist
605 - Air Cargo Specialist
611 - Supply Services Specialist
645 - Inventory Management Specialist
647 - Materiel Facilities Specialist

^b Job Series

6904 - Tool, Stock, and Parts Keeping
6907 - Warehousing
6960 - Warehousing (Obsolete)
6965 - Materials and Equipment Inspecting
6966 - Identifying and Condition Verifying
6968 - Aircraft Freight Loading

Table 10. Task Summary Data for Job Clusters

Cluster	Percent of Total Group Work Time by Duties													N Tasks	ATDPUTS
	A	B	C	D	E	F	G	H	I	J	K	L	M		
Freight Checking (Base)	8	7	2	3	39	7	5	3	15	4	1	5	1	14	4.62
Receipt/Processing	3	3	2	1	30	15	17	4	10	5	1	7	2	162	4.87
Receiving	1	1	1	1	52	11	7	2	7	3	2	10	2	46	4.33
ALC Receipt/Storage	1	1	1	1	16	20	20	10	13	8	1	5	4	216	4.67
Materials and Equipment															
Inspecting	2	3	2		15	49	7	2	7	2		2	9	113	5.25
Base Storage	3	2	1		13	4	32	8	17	8	1	10	1	100	4.29
Commissary/Services															
(Base)	7	7	4	2	18	4	19	15	10	6	3	12	3	71	4.46
ALC Storage	1	1	1		11	9	26	11	18	10	1	9	2	90	4.29
ALC Storage/Transfer	1	1	1		16	11	21	8	16	12	2	9	2	148	4.38
Storage	2	1	1		13	4	37	12	9	6	1	13	1	35	4.16
Special Handling	1	2	1	1	14	11	21	10	16	9	2	9	3	131	4.65
Stockroom Management	6	5	2		11	12	16	12	20	5		6	5	185	4.69
Tool and Parts															
Attending	7	6	2		9	5	14	10	32	3		8	4	70	4.52
Aircraft Freight Loading	2	3	2	1	20	4	7	2	7	22	12	17	1	113	4.44
Equipment Maintenance															
and Operation	3	1	1		12	5	22	11	11	9	2	23		73	4.14
Vehicle Operating	2	3	1		10	3	7	4	6	17	9	37	1	25	4.11
Receiving Foreman (Base)	11	15	6	3	23	10	7	2	7	5	1	7	3	162	4.87
Storage Foreman (Base)	9	13	5	3	11	7	18	12	9	5	1	5	2	179	4.84
Working Foreman	5	8	3	2	11	16	14	10	11	8	2	5	5	394	4.88
Managing	22	31	9	4	9	4	5	5	3	2	1	3	2	89	5.28

^aDuty A - Planning

- B - Managing
- C - Inspecting and Evaluating
- D - Conducting Formal and Job Proficiency Training
- E - Receiving Property
- F - Inspecting, Identifying, and Classifying Property
- G - Processing and Storing Property
- H - Inventorying Supplies and Equipment
- I - Issuing and Controlling Property
- J - Transferring and Shipping Property
- K - Loading or Unloading Shipments
- L - Operating or Maintaining Equipment or Facilities
- M - Researching, Maintaining, and Preparing Publications, Files, and Records

Inspecting Cluster

Identify; classify; determine condition, status, labeling and packaging; segregate; and route received, stored, or shipped property.

GP0167 Materials and Equipment Inspecting. ALC members are assigned to Central Processing. Cluster members identify, classify, and inspect the condition of all types of items. This group has the second highest average difficulty index of all clusters in the analysis.

Storage Clusters

Receive, store, issue, safeguard, inventory, and initiate computer input for property.

GP0592 Base Storage. Most of these Warehousemen are located at Supply Squadrons. They palletize and store property in bin and pallet locations, maintain security standards, and set up new warehouses.

GP0196 Commissary/Services (Base). These Warehousemen receive, count, accept or reject, palletize, and inventory property items. Most members hold a Supply Services AFSC. A small group of base service store managers clustered with this group.

GP0597 ALC Storage. Cluster members are assigned either to the Materiel Storage Branch or specifically to the Small Item Warehouse. They store, issue or pull material for shipment, and kill, establish, or correct locations via computer.

GP1230 ALC Storage/Transfer. These ALC employees perform an average of 148 tasks which involve receiving, storing, and pulling material for shipment, and checking incoming and outgoing material for condition and documentation.

GP0064 Storage. The tasks performed by these Materiel Facilities Specialists or Supply Services Specialists are much more restricted than are the tasks of the preceding groups. Members of this heterogeneous cluster perform an average of 35 tasks related to property storage.

GP0695 Special Handling. These employees provide special handling and storage of precision equipment, first aid and survival kits, toxic and volatile materials, and sensitive and NORS property.

Tool and Parts Attending Clusters

Receive, check, store, and issue tools, equipment, and related items.

GP0717 Stockroom Management. The cluster title is descriptive of the work performed by this group of Warehousemen and Tool and Parts Attendants. They are assigned to Base and Tenant, Maintenance, or Combat Support units.

GP0093 Tool and Parts Attending. As series 6904 Tool, Stock, and Parts Attendants, these employees issue and maintain accountability of responsible tools. They are assigned to Equipment (or Industrial Equipment) Management Offices (EMOs) and to various Tactical Groups.

Freight Loading Cluster

On- and off-load property and place and secure material to maintain proper weight and balance.

GP0181 Aircraft Freight Loading. Most members of this cluster are Aircraft Freight Loaders or Warehousemen, many indicating these job titles in combination with /Fork Lift Operator or /Motor Vehicle Operator. They perform tasks involving receiving, loading and shipping property.

Equipment Operation Clusters

Operate vehicles and equipment in loading, unloading, pickup, and delivery of material.

GP0615 Equipment Maintenance and Operation. These Materiel Facilities and Supply Services Specialists perform tasks related to the receipt, storage, inventory, and shipping functions, but spend most of their time operating forklifts and maintaining equipment and facilities.

GP0035 Vehicle Operating. Members of this cluster drive and maintain trucks and other vehicles, perform freight loading tasks, and check their loads for proper balance.

Supervising and Managing Clusters

Plan, direct, and evaluate programs, policies, procedures and requirements, and supervise personnel.

GP0840 Storage Foremen. These Warehousemen supervise work performed by both the Base Storage and Commissary/Services clusters described earlier. They have similar organizational assignments and AFSCs.

GP0468 Receiving Foremen. Members of this cluster supervise the functions described for the Receipt/Processing and Receiving clusters. Members are Warehousing series Materiel Facilities Specialists.

GP0857 Working Foremen. Members of this cluster span all job titles, AFSCs, locations and assignments. They perform a very high average number of tasks (394). Apparently, many respondents in this group misunderstood the instructions and checked not only the supervisory tasks they perform, but also all journeyman tasks performed by their subordinates. The group included some number of valid cases who do perform large numbers of tasks.

GP0053 Managing. No job titles, AFSCs, or assignments are representative of these foremen. Primary task emphasis includes all facets of the activities listed for the Supervising and Managing Clusters. It is not reasonable to assume only 68% of these employees are Foremen (Table 9). Apparently many WS category employees mistakenly reported WG category when completing the job inventory.

IV. CONCLUSIONS AND RECOMMENDATIONS

Conclusion 1. The data support a recent Civil Service Commission classification action affecting the WG-6900 Warehousing Family.

Discussion. Results of the job type analysis indicated that the functions of receipt, inspection, and storage within the ALCs are not distinct, but rather form a continuum of overlapping work assignments which are repeated throughout the ALC Distribution process. The data indicated nearly half of the ALC job types were composed of employees performing a blend of inspection, processing, and storage-related tasks. These employees are apparently not easily classifiable as either series 6965 Inspectors or 6907 Warehousemen, but reported job titles of Inspector/Warehouseman and Inspector/Processor combinations in both the 6965 and 6907 job series. The journeyman levels of these two series are different (WG-8 and WG-6, respectively), adding a potential inconsistency in grade level assignment for the combined positions based on the percentage of the higher-graded Inspection tasks performed by an individual job incumbent.

Subsequent to the data-gathering phase of this study, the Civil Service Commission established a new job series, WG-6901, for ALC New Man positions, and redefined series 6912, Materials Sorter and Classifier, for former series 6965, Materials and Equipment Inspector positions. This classification action placed many of the positions in which ALC employees performed Inspection/Storage and Inspection/Processing duties in a separate job series (6901), which also reduced the higher ALC average grade for series 6907, Warehouseman.¹

Recommendation. None. Necessary actions have already been taken.

Conclusion 2. The combined survey and analysis of Base/ALC positions is inefficient and excessively complex.

¹ The present data do not lend themselves to value judgments on the associated downgrade of former series 6965, Materials and Equipment Inspector positions, because of incompleteness of vital background information items. If the new job series were imposed on all cases in the present sample, employees in the ALC positions would still perform more tasks on the average than would base employees, but base jobs would still be judged to be slightly more difficult across the job series groups. Such data could provide a focal point for further study by classifiers.

Discussion. The current military task list developed by the AFOMC provided a nearly complete inventory of base-level civilian warehousing tasks for this study. Although the use of this list greatly reduced the initial cost of developing the warehousing inventory, the inclusion of ALC positions in the survey necessitated the addition of a large number of task statements that were not obtainable except through costly and time-consuming face-to-face interviews and extensive field reviews. The lengthy task list required for the combined Base/ALC survey increased the administration time for every rater and added a potential element of misinterpretation of task statements. The combined Base/ALC task ratings also complicated the job type analysis unnecessarily and confused the results, especially in areas of major supply system differences. Data were found to be more difficult to obtain from the ALCs than from bases, and the survey process was more disruptive of the ongoing mission of the ALCs.

Recommendation. The following actions should be taken to simplify and shorten civilian inventory development and analysis in the future: (a) when available, AFOMC task lists generally provide adequate coverage of base-level jobs and should be used as the first step of job inventory development (Cowan, 1977a, 1977b) and (b) combined ALC/Base surveys should not be conducted unless specifically requested by AFLC (or when deemed necessary for the good of the Air Force).

Conclusion 3. The job inventory methodology developed for use with military jobs applied equally well to civilian wage grade warehousing jobs with minor modifications.

Discussion. No serious difficulties were encountered in applying the existing job survey techniques to the civilian wage grade warehousing jobs. The error rate for the one background variable (major command) that could be completely verified was very low (about 2%). The only variable which exhibited a high percentage of error was the WG/WS category variable on which approximately 13% of the WS employees indicated "WG." This error can be attributed to the open-ended presentation format of the variable. A more recent job inventory employed a multiple-choice presentation for the WS/WG category variable, resulting in almost total elimination of errors. Careful examination of the background and task data revealed no evidence of deliberate response faking.

Because of the frequent lack of adequate source documents for USAF civilian job inventories, the field review process previously used for most military specialties is still a vital step in developing a civilian job inventory. The process has the advantage of reaching qualified task list evaluators in a variety of situations that might influence task performance (command differences, environmental conditions, etc.). Field review is also relatively inexpensive when compared to the alternatives of on-site interviews or an inadequate task list.

The publication of AFR 35-2, which specifies civilian job inventory procedures and which will insure tighter administrative controls, should provide even better results than those obtained in this study.

Recommendation. Continue the use of the current job survey and analysis methodology in occupational research of civilian jobs.

Conclusion 4. Voluntary completion of the background section of the Warehousing Inventory severely limited the usability of the background data.

Discussion. Because of the voluntary nature of background item completion, many respondents left critical data items incomplete. As a result, the obtained data were not sufficiently complete and representative to permit empirical assessment of field comments regarding misclassification of positions and misutilization of personnel. An in-depth analysis of warehousing jobs (e.g., establishing utilization trends or predicting civilian grade) requires extensive background information to integrate with the task data.

Recommendation. In future civilian job surveys, the completion of background information items should be mandatory, with the possible exception of name and SSAN.

Conclusion 5. Group administration of the civilian warehousing inventory resulted in more complete and more accurate data than did self-administration.

Discussion. Group administration of the warehousing job inventory allowed for a more standardized, less distracted, better motivated, and more thorough completion of the survey booklets. For group

administration of future civilian surveys, CPOs will need 2 weeks' notice prior to inventory mailout in order to reserve space for administration, provide a proctor during administration, and arrange for employee time off for duty-hour administration. However, group administration would not seem to be feasible if fewer than five respondents at a time participate.

Recommendation. Civilian job inventories should be group administered whenever feasible.

Conclusion 6. Any organization authorized to conduct research on Air Force civilians should have access to recurringly updated versions of civilian personnel data tape files.

Discussion. Access to civilian tape files has two important advantages. First, since civilians and military in the Air Force are classified under two different classification systems, an OMC task list constructed for a particular AFSC may cut across several job series, as shown in Table 8. Even an existing and adequate OMC task list would present the problem of defining the civilian population to be surveyed. With access to an updated civilian tape file, parameters of survey coverage could be narrowed by accessing the tape file for AFSC vs. job series distributions and comparing this output with related information in DOD 1313.1, Occupational Conversion Manual, Enlisted/Officer/Civilian. After this initial step, an interview, followed by the field review process, would be the most thorough means of defining the target civilian population. Second, because of the stability of civilian positions, access to a current civilian tape file would also allow by-name sample selection. This would lift the burden of sample selection from the CPOs but would still allow anonymous returns by means of the envelope method previously described.

Recommendation. If future research of the Air Force civilian sector is contemplated, AFHRL should maintain a recurringly updated version of the DPC Personnel Data System-Civilian tape file.

Conclusion 7. The research discussed in this report is not sufficient to validate the usefulness of CODAP methodology for analyzing civilian occupations and for specific applications to personnel, training, and testing problems.

Discussion. The Air Force occupational analysis methodology has had many successful applications in the military job setting. Military survey findings have influenced career ladder structural changes, the development of manpower and job training standards, the construction and revision of training standards, the construction and revision of training courses, and the content validation of the Specialty Knowledge Tests (SKTs) which are used in the Weighted Airman Promotion System (WAPS). At the present time, comparable areas of benefit would not be routinely available if the occupational analysis methodology was extended to the civilian workforce. Notwithstanding, it would seem that the civilian classification system could make even more effective use of job-clustering analysis than its military counterpart, since civilian job structures are more stable and directly tied in with pay grades. Curriculum design and the construction of occupational proficiency tests are other areas where occupational analysis methodology would have immediate and direct application. Additional areas that are worthy of further study would be the application of occupational survey results to content validation of existing personnel measurement devices and time 1/time 2 studies to establish personnel utilization trends. However, routine operational use of the methodology for developing and analyzing civilian job inventories used in this study would require a large-scale validation study before its implementation.

Recommendation. Any future research in this area should (a) consider specific applications of occupational survey data for the facilitation of civilian classification, training, and testing decisions and (b) estimate the reliability of the survey responses by civilian job incumbents.

REFERENCES

- AF Form 2310. *Supplemental Qualifications Questionnaire* (WG 6900-Warehouse Family). Washington, D.C.: Department of the Air Force, July 1971.
- AF Manual 26-3. *Manpower standards for mission equipment maintenance and operations*. Washington, D.C.: Department of the Air Force, 27 February 1973.
- AF Regulation 0-8. *Numerical index of specialty training standards*. Washington, D.C.: Department of the Air Force, 11 February 1978.
- AF Regulation 35-2. *Occupational analysis*. Washington, D.C.: Department of the Air Force, 6 December 1976.
- AF Regulation 39-1 (C2). *Airman classification regulation*. Washington, D.C.: Department of the Air Force, 1 June 1977.
- Archer, W.B. *Computation of group job descriptions from occupational survey data*. PRL-TR-66-12, AD-653 543. Lackland AFB, TX: Personnel Research Laboratory, Aerospace Medical Division, December 1966.
- Christal, R.E. *The United States Air Force occupational research project*. AFHRL-TR-73-75, AD-774 574. Lackland AFB, TX: Occupational Research Division, Air Force Human Resources Laboratory, January 1974.
- Christal, R.E., & Ward, J.H., Jr. The MAXOF clustering model. In M. Lorr & S.B. Lyerly (Eds.), *Proceedings of the Conference on Clustering Analysis of Multivariate Data*. New Orleans: Catholic University of America, June 1967, 11.02-11.45.
- Cowan, D.K. *Comparative occupational survey of civilian and military members in the pavements maintenance and construction equipment operator specialties*. AFHRL-TR-77-81, AD-A055 534. Brooks AFB, TX: Occupation and Manpower Research Division, Air Force Human Resources Laboratory, December 1977. (a)
- Cowan, D.K. *Comparative occupational survey of USAF civilian and military members in three civil engineering specialties*. AFHRL-TR-77-78, AD-A053 303. Brooks AFB, TX: Occupation and Manpower Research Division, Air Force Human Resources Laboratory, December 1977. (b)
- DoD 1312.1. *Occupational conversion manual, enlisted/officer/civilian*. DA PAM 611-11. Alexandria, VA: Defense Manpower Data Center, December 1977.
- Garza, A.T. *Occupational survey of seven accounting and finance civil service series*. AFHRL-TR-72-67, AD-754 967. Lackland AFB, TX: Personnel Research Division, Air Force Human Resources Laboratory, July 1972.
- Mead, D.F., & Christal, R.E. *Development of a constant standard weight equation for evaluating job difficulty*. AFHRL-TR-70-44, AD-720 255. Lackland AFB, TX: Personnel Division, Air Force Human Resources Laboratory, November 1970.

REFERENCE NOTES

1. SAAMA-KAFBR 23-1 Change 59. Organization and functions of SAAMA. Kelly AFB, TX: Department of the Air Force, 1 August 1973.
2. WRAMA-RAFBM 400-1. Personnel and product evaluation program. Robins AFB, GA: Department of the Air Force, 7 February 1972.

**APPENDIX A: JOB DESCRIPTIONS FOR
BASE/ALC JOB SERIES GROUPS**

**PRECEDING PAGE NOT FILMED
BLANK**

0900 BASE

SPCOLD PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 41	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK SEQ
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....	PERCENT OF MEMBERS PERFORMING.....		NO
D-TSK			DUTY/TASK TITLE						
L 2	CLEAN IMMEDIATE WORK AREA				78.05	1.72	1.34	1.34	
E 1	ACCEPT OR REJECT PROPERTY				70.73	2.55	1.80	3.14	
L 18	OPERATE HANDCARTS				70.73	1.71	1.21	4.35	
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				65.05	2.38	1.57	5.92	
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				65.05	1.72	1.13	7.06	5
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				63.41	2.00	1.27	8.33	
E 2	ADVISE CARRIER OF DISCREPANCY				63.41	1.94	1.23	9.56	
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				63.41	1.59	1.01	10.57	
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				63.41	1.42	.90	11.47	
L 1	CHECK LIGHTS, MEATERS, WINDOWS, AND DOORS FOR SECURITY				63.41	1.39	.88	12.34	10
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				60.98	1.68	1.03	13.37	
G 40	PLACE PROPERTY IN WAREHOUSE RINS, MACKS, OR DAYS				58.54	2.00	1.17	14.54	
L 3	CLEAN OR PAINT FACILITIES				56.10	1.04	.58	15.13	
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				53.26	1.26	.67	15.80	
G 34	PALLETIZE ITEMS FOR STORAGE				51.22	1.91	.98	16.78	15
E 9	COMPLETE INCHECKER'S TALLY SHEET				51.22	1.51	.78	17.55	
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				51.22	1.50	.77	18.32	
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				51.22	1.41	.72	19.04	
H 20	COUNT PROPERTY				48.78	2.17	1.06	20.10	
L 7	DRIVE CAR OR PICK-UP TRUCK				48.78	1.32	.64	20.75	20
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE				48.78	1.21	.59	21.34	
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT				48.78	1.16	.57	21.90	
E 4	ANNOTATE SHIPPING DOCUMENTS				48.78	1.16	.57	22.47	
F 9	COMPLETE OVERAGE OR SHORTAGE REPORTS				48.78	1.16	.57	23.04	
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				46.34	1.73	.80	23.84	25
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				46.34	1.69	.78	24.62	
E 11	COMPLETE TURN-IN DOCUMENTS				46.34	1.48	.69	25.31	
E 47	COMPLETE PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				46.34	1.15	.53	25.84	
I 80	SIGN FOR PROPERTY				46.34	1.15	.53	26.37	
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				46.34	1.12	.52	26.89	30
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS				43.90	1.93	.85	27.74	
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				43.90	1.34	.59	28.33	
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING				43.90	1.12	.49	28.82	

TASK JOB DESCRIPTION	CASLS 4036	TASKS 713	DUTIES 13	MBSRS 16
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING..... PERCENT OF MEMBERS PERFORMING.....				
U-TSK		DUTY/TASK TITLE	<>	SEQ NO
E 21	81.25	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	1.56	1.26
G 34	81.25	PALETTIZE ITEMS FOR STORAGE	1.21	2.25
E 15	81.25	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	1.05	3.11
L 2	75.00	CLEAN IMMEDIATE WORK AREA	1.64	4.34
E 23	75.00	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	1.25	5.28
E 48	75.00	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	.99	6.02
G 6	75.00	RIND OR TAPE TOGETHER MULTIPLE QUANTITIES	.95	7.74
F 2	75.00	AID ITEM MANAGER OR INVENTORY PERSONNEL IN LOCATING MATERIAL	.68	7.25
J 44	68.75	PULL MATERIAL FOR SHIPMENT	1.20	8.08
E 8	68.75	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	1.10	8.83
E 28	68.75	OPEN CONTAINERS OR PACKAGES FOR INSPECTION	1.10	9.58
G 40	68.75	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	1.03	10.29
E 45	68.75	SEGREGATE INCOMING PROPERTY BY DESTINATION	.96	10.95
G 7	68.75	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL	.91	11.58
F 27	68.75	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	.76	12.10
E 24	68.75	NOTIFY EXPEDITORS FOR PICKUP OF NOHS, ENORS, OR GNORS RECEIPTS	.72	12.60
E 1	68.75	ACCEPT OR REJECT PROPERTY	.60	13.01
E 2	68.75	ADVISE CARRIER OF DISCREPANCY	.47	13.34
E 19	62.50	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	1.33	14.17
L 41	62.50	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	1.02	14.81
E 47	62.50	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY	.91	15.38
F 35	62.50	IDENTIFY, SEGREGATE, OR FORWARD MISROUTED MATERIAL FOR RESHIPMENT	.74	15.84
I 8	62.50	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	.74	16.30
I 7	62.50	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	.70	16.74
L 18	56.25	OPERATE HANDCARTS	1.28	17.46
L 17	56.25	OPERATE GASOLINE POWERED FORK-LIFTS	1.21	18.14
I 89	56.25	VERIFY ZCH CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY	1.13	18.78
E 7	56.25	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	1.12	19.40

TASK JOB DESCRIPTION	CASFS 4036	TASKS 713	DUTIES 13	MBRS 110	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	TASK SEQ NO
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	
					PERCENT OF MEMBERS PERFORMING.....	
0-TSK					DUTY/TASK TITLE	
L 2				74.55	1.68	1.25
40				70.00	1.81	1.27
E 1				65.45	1.92	3.78
H 20				65.45	1.54	4.78
A 22				64.55	2.03	6.10
I 40				64.55	1.53	7.08
44				58.18	1.45	7.93
I 70				57.27	1.53	8.60
62				57.27	.97	9.36
E 8				56.36	1.43	10.17
L 1				55.45	1.39	.77
2				55.45	1.28	.71
31				54.55	1.70	.93
I 7				53.64	1.37	.73
L 3				53.64	1.10	.59
I 8				52.73	1.22	.64
I 39				50.91	1.97	1.01
I 11				50.91	1.41	.72
I 9				50.91	1.25	.63
I 34				50.00	1.45	.72
I 17				50.00	1.44	.72
G 66				49.09	1.00	.49
H 32				48.18	1.38	.66
B 48				48.18	1.29	.62
I 12				48.18	1.22	.59
C 15				47.27	1.73	.82
E 36				47.27	1.20	.57
G 63				47.27	.86	.41
I 22				46.36	1.61	.75
L 41				46.36	1.52	.70
I 68				46.36	1.14	.53
L 4				45.45	1.08	.49
I 33				44.55	1.30	.58
H 7				44.55	1.21	.54
I 54				43.64	1.30	.57

THIS PAGE IS BEST QUALITY PRACTICABLE
FROM COPY FURNISHED TO DDC

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS	SEQ
	4036	713	13	89	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				
E 1	ACCEPT OR REJECT PROPERTY	66.29	1.58	1.05	1.05
L 2	CLEAN IMMEDIATE WORK AREA	60.67	1.85	1.12	2.17
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	60.67	1.68	1.02	3.19
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS	59.55	1.22	.73	3.92
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	56.18	1.94	1.09	5.01
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	56.18	1.80	1.01	6.02
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	53.93	2.70	1.45	7.47
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES	53.93	1.00	.54	8.01
I 70	REPLENISH BIN LOCATIONS	52.81	1.43	.76	8.77
H 20	COUNT PROPERTY	52.81	1.43	.75	9.52
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES	51.69	1.04	.54	10.06
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	50.56	1.80	.91	10.97
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS	50.56	1.20	.61	11.58
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	49.44	1.17	.58	12.16
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS	48.31	1.29	.62	12.78
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL	48.31	1.25	.60	13.39
I 80	SIGN FOR PROPERTY	48.31	1.13	.54	13.93
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY	47.19	1.24	.58	14.51
F 61	PREPARE LABELS OR TAGS FOR PROPERTY	47.19	.88	.41	14.93
E 11	COMPLETE TURN-IN DOCUMENTS	46.07	1.15	.53	15.46
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	46.07	1.04	.48	15.94
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE	46.07	.96	.44	16.38
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES	46.07	.92	.42	16.81
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	46.07	.86	.40	17.21
F 75	TAG OR RETAG MATERIAL IN STOCK	44.94	1.39	.63	17.83
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	44.94	1.22	.55	18.38
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	44.94	1.19	.54	18.92
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	44.94	1.18	.53	19.44
G 66	UNPACK OR UNPACK PROPERTY	44.94	1.13	.51	19.95
E 36	PREPARE TEMPORARY OR HAND RECEIPTS	44.94	.84	.38	20.33
I 39	ISSUE OR EXCHANGE TOOLS AND EQUIPMENT	43.82	1.58	.69	21.02
H 31	INVENTORY EQUIPMENT OR HAND TOOLS	43.82	1.14	.50	21.52

THIS PAGE IS BEST QUALITY PRACTICABLE
FROM COPY FURNISHED TO DDC

THIS PAGE IS BEST QUALITY PRACTICABLE
FROM COPY FURNISHED TO DDC

0907 BASE

SPC014 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBMS 1328	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	TASK SEQ
						NO
						.
						.
						.
						.
D-TSK				<>		.
L 2 CLEAN IMMEDIATE WORK AREA				70.41	2.14	1.51
G 40 PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				64.76	2.35	3.03
E 1 ACCEPT OR REJECT PROPERTY				63.48	1.76	4.15
E 8 COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				61.52	1.75	5.23
L 1 CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				57.38	1.56	6.12
G 34 PALLETIZE ITEMS FOR STORAGE				56.95	1.86	7.18
E 23 MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				56.17	1.85	8.22
G 65 STORE PROPERTY IN PALLET OR BULK LOCATIONS				56.10	1.70	9.17
E 15 EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				55.80	1.74	10.14
L 41 REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				55.35	1.66	11.06
L 18 OPERATE HANDCARTS				52.48	1.82	12.01
E 48 VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				52.03	1.76	12.93
L 17 OPERATE GASOLINE POWERED FORK-LIFTS				50.60	1.89	13.89
H 20 COUNT PROPERTY				50.36	1.77	14.78
E 7 CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				49.40	1.53	15.54
G 39 PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				49.25	1.53	16.29
G 62 SET UP BINS, RACKS, PAYS, OR OTHER STORAGE FACILITIES				47.06	1.33	16.92
E 28 OPEN CONTAINERS OR PACKAGES FOR INSPECTION				46.69	1.40	17.57
L 3 CLEAN OR PAINT FACILITIES				46.23	1.28	18.16
A 22 PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				44.73	1.67	18.91
G 35 PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				44.73	1.31	19.50
H 11 CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				44.35	1.36	20.10
I 8 CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				43.45	1.48	20.74
E 2 ADVISE CARRIER OF DISCREPANCY				43.22	1.44	21.37
I 52 MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS				43.15	1.51	22.02
I 80 SIGN FOR PROPERTY				41.57	1.68	22.72
I 7 CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				41.49	1.39	23.30
G 66 UNCRATE OR UNPACK PROPERTY				41.34	1.32	23.84
L 47 SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				40.44	1.40	24.41
G 38 PLACE PROPERTY IN OPEN STORAGE				40.36	1.51	25.02
E 3 ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INCOMING SHIPMENTS				39.43	1.51	25.62

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 1184	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK
					</				

6951 BASEL

SPC016 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 37	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK SEQ
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				NO
					PERCENT OF MEMBERS PERFORMING.....				
D-TSK			DUTY/TASK TITLE						
					<>				
A 2			ESTABLISH CONTROLS AGAINST PILFERAGE		86.49	.84	.73	.73	
A 22			PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY		83.78	1.07	.89	1.62	
A 25			PLAN OR IMPLEMENT SAFETY PROGRAM		83.78	.94	.79	2.41	
B 1			ASSIGN INDIVIDUALS TO DUTY POSITIONS		83.78	.93	.78	3.19	
B 37			PREPARE AND MAINTAIN CIVILIAN EMPLOYEE RECORDS, E.G.: AF-971		83.78	.89	.75	3.94	5
A 3			ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT		83.78	.89	.74	4.68	
A 24			PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES		76.38	1.08	.85	5.53	
C 10			EVALUATE SAFETY PRACTICES		78.38	1.03	.80	6.34	
B 33			ORIENT NEWLY-ASSIGNED PERSONNEL		78.38	1.00	.78	7.12	
A 26			PLAN SUPERVISORY SELF-INSPECTION PROGRAM		78.38	.99	.78	7.90	10
B 51			SCHEDULE LEAVES OR PASSES		78.38	.87	.69	8.58	
B 11			INSURE EMPLOYEES ARE FAMILIAR WITH CURRENT TO'S AND DIRECTIVES		78.38	.86	.67	9.26	
B 2			BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE		78.38	.76	.60	9.85	
B 34			PERFORM IN-HOUSE QUALITY CHECKS		75.68	.96	.73	10.58	
B 9			ESTABLISH WORK PRIORITIES		75.68	.93	.70	11.28	15
A 23			PLAN LAYOUT OF FACILITIES		75.68	.89	.67	11.95	
B 42			PREPARE NOTICE OF ANNUAL PERFORMANCE RATINGS ON CIVILIAN EMPLOYEES		75.68	.85	.64	12.60	
C 6			EVALUATE PILFERAGE AND DAMAGE PRECAUTIONS		75.68	.84	.64	13.23	
B 3			BRIEF EMPLOYEES ON STANDARD OF CONDUCT (AFM 30-30)		75.68	.71	.54	13.77	20
A 1			CONDUCT STAFF MEETINGS		72.97	.94	.69	14.46	
B 13			INTERVIEW OR HIRE PERSONNEL		72.97	.91	.66	15.12	
C 5			EVALUATE MATERIAL PROCESSING PROCEDURES		72.97	.86	.63	15.75	
C 13			EVALUATE SUGGESTIONS OR COMPLAINTS		72.97	.84	.61	16.37	
B 44			PREPARE OR INITIATE CIVILIAN PERSONNEL ACTIONS, SUCH AS PROMOTIONS OR REASSIGNMENTS		70.27	.93	.66	17.02	
B 12			INTERPRET POLICIES OR DIRECTIVES		70.27	.92	.64	17.66	25
B 62			WRITE JOB OR POSITION DESCRIPTIONS		70.27	.85	.60	18.26	
C 1			EVALUATE AND ANALYZE WORKLOADS		70.27	.84	.59	18.86	
B 45			PREPARE REPLIES TO INSPECTIONS OR AUDITS		67.57	1.10	.74	19.60	
B 60			SUPERVISE WAREHOUSE OR STORAGE FACILITIES		67.57	1.09	.73	20.33	
C 11			EVALUATE SECURITY PRACTICES		67.57	1.02	.69	21.02	30
B 7			CONDUCT SECURITY OR SAFETY MEETINGS		67.57	.99	.67	21.69	
A 4			ESTABLISH LOCAL RECORDS AND REPORTING PROCEDURES		67.57	.95	.64	22.33	
A 27			PLAN TRAINING REQUIREMENTS		67.57	.89	.60	22.94	
B 4			CERTIFY OR MAINTAIN TIME CARDS		67.57	.89	.60	23.54	
C 4			EVALUATE FIRE PREVENTION PROGRAMS		64.86	.91	.59	24.13	35
C 20			INVESTIGATE GRIEVANCES OR DISCIPLINARY ACTION		64.86	.82	.53	24.66	

THIS PAGE IS BEST QUALITY PRACTICABLE
FROM COPY FURNISHED TO DDC

THIS PAGE IS BEST QUALITY PRACTICABLE
FROM COPY FURNISHED TO DDC

6951 ALC					SPCCLS PAGE	
TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS		
	4036	713	13	11		
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....						
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....						
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....						
PERCENT OF MEMBERS PERFORMING.....						
DUTY/TASK TITLE						
<>						
A 24 PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES	100.00	.85	.85	.85	.85	.85
B 4 CERTIFY OR MAINTAIN TIME CARDS	100.00	.83	.83	.83	.83	1.68
B 3 BRIEF EMPLOYEES ON STANDARD OF CONDUCT (AFM 30-30)	100.00	.76	.76	.76	.76	2.44
B 1 ASSIGN INDIVIDUALS TO DUTY POSITIONS	100.00	.74	.74	.74	.74	3.18
B 51 SCHEDULE LEAVES OR PASSES	100.00	.71	.71	.71	.71	3.89
A 25 PLAN OR IMPLEMENT SAFETY PROGRAM	100.00	.70	.70	.70	.70	4.58
A 2 ESTABLISH CONTROLS AGAINST PILFERAGE	100.00	.68	.68	.68	.68	5.27
B 34 PERFORM IN-HOUSE QUALITY CHECKS	100.00	.68	.68	.68	.68	5.95
B 2 BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE	100.00	.68	.68	.68	.68	6.63
B 11 INSURE EMPLOYEES ARE FAMILIAR WITH CURRENT TO'S AND DIRECTIVES	100.00	.66	.66	.66	.66	7.29
C 20 INVESTIGATE GRIEVANCES OR DISCIPLINARY ACTION	100.00	.65	.65	.65	.65	7.93
B 33 ORIENT NEWLY-ASSIGNED PERSONNEL	100.00	.64	.64	.64	.64	8.57
A 13 ESTIMATE PERSONNEL REQUIREMENTS	100.00	.63	.63	.63	.63	9.20
A 36 SCHEDULE DUTY HOURS OF SUBORDINATES	100.00	.62	.62	.62	.62	9.83
A 7 ESTABLISH ORGANIZATIONAL STRUCTURE	100.00	.61	.61	.61	.61	10.44
C 5 EVALUATE MATERIAL PROCESSING PROCEDURES	90.91	.78	.78	.78	.78	11.15
C 10 EVALUATE SAFETY PRACTICES	90.91	.72	.72	.72	.72	11.81
B 37 PREPARE AND MAINTAIN CIVILIAN EMPLOYEE RECORDS, E.G., AF-971	90.91	.72	.72	.72	.72	12.46
B 7 CONDUCT SECURITY OR SAFETY MEETINGS	90.91	.71	.71	.71	.71	13.11
A 1 CONDUCT STAFF MEETINGS	90.91	.71	.71	.71	.71	13.75
A 4 ESTABLISH LOCAL RECORDS AND REPORTING PROCEDURES	90.91	.71	.71	.71	.71	14.39
A 26 PLAN SUPERVISORY SELF-INSPECTION PROGRAM	90.91	.70	.70	.70	.70	15.03
B 9 ESTABLISH WORK PRIORITIES	90.91	.70	.70	.70	.70	15.66
B 8 EVALUATE REPORTS, SUCH AS INSPECTION, SURVEY, OR AUDITING	90.91	.69	.69	.69	.69	16.29
B 13 INTERVIEW OR HIRE PERSONNEL	90.91	.69	.69	.69	.69	16.92
A 32 PREPARE OR REVIEW WAREHOUSE SPACE REPORT	90.91	.66	.66	.66	.66	17.52
B 60 SUPERVISE WAREHOUSE OR STORAGE FACILITIES	90.91	.65	.65	.65	.65	18.11
A 3 ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT	90.91	.65	.65	.65	.65	18.70
A 12 ESTIMATE OPERATING REQUIREMENTS	90.91	.65	.65	.65	.65	19.30
B 12 INTERPRET POLICIES OR DIRECTIVES	90.91	.64	.64	.64	.64	19.88
A 29 PREPARE OFFICE INSTRUCTIONS (OI) OR STANDARD OPERATING PROCEDURES (SOP)	90.91	.64	.64	.64	.64	20.46
C 13 EVALUATE SUGGESTIONS OR COMPLAINTS	90.91	.64	.64	.64	.64	21.04
A 11 ESTIMATE FACILITIES REQUIREMENTS	90.91	.62	.62	.62	.62	21.60
C 12 EVALUATE STOCK LEVELS PROCEDURES	90.91	.59	.59	.59	.59	22.14
B 47 PREPARE REQUESTS FOR PERSONNEL OR ORGANIZATIONAL CHANGES	90.91	.59	.59	.59	.59	22.67
A 22 PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	90.91	.57	.57	.57	.57	23.19
A 18 PLAN BUILDING MAINTENANCE REQUIREMENTS	90.91	.52	.52	.52	.52	23.66

6960 BASE

SPC018 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBS 60	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				TASK SEQ NO
	<>				
L 2	CLEAN IMMEDIATE WORK AREA				
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				
G 34	PALLETIZE ITEMS FOR STORAGE				
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				5
L 18	OPERATE HANDCARTS				
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				
M 60	PREPARE WAREHOUSE FOR INVENTORY				
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION				
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				10
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				
M 20	COUNT PROPERTY				
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				
E 1	ACCEPT OR REJECT PROPERTY				
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				15
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				
M 38	INVENTORY WAREHOUSE STOCKS				
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				20
I 80	SIGN FOR PROPERTY				
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL				
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				25
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				
G 24	IDENTIFY ITEMS REQUIRING REFRIGERATION OR OTHER SPECIAL STORAGE				
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				
L 16	OPERATE ELECTRIC FORK-LIFTS				30
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION				

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBMS	TASK				
	4036	713	13	9					
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....									
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ				
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO				
PERCENT OF MEMBERS PERFORMING.....					NO				
D-TSK	DUTY/TASK TITLE				<>>				
L 2	CLEAN IMMEDIATE WORK AREA				88.89	.92	.82	.82	.82
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				88.89	.89	.79	.79	1.61
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				88.89	.87	.78	.78	2.38
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY				88.89	.79	.70	.70	3.08
I 29	EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE				88.89	.76	.68	.68	3.76
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY				77.78	.99	.77	.77	4.53
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS				77.78	.96	.75	.75	5.28
J 44	PULL MATERIAL FOR SHIPMENT				77.78	.95	.74	.74	6.02
H 20	COUNT PROPERTY				77.78	.92	.71	.71	6.73
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED				77.78	.89	.69	.69	7.43
J 10	COMPARE SHIPPING DOCUMENTS WITH REQUISITIONS TO INSURE ACCURACY AND COMPLETENESS				77.78	.88	.68	.68	8.11
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				77.78	.86	.67	.67	8.78
I 12	CONTACT ORGANIZATIONS TO PICK UP PROPERTY				77.78	.84	.65	.65	9.44
G 22	IDENTIFY DELINQUENT DOCUMENTS				77.78	.82	.64	.64	10.07
I 27	EXAMINE CONTAINERS TO SEE THAT THEY ARE PROPERLY CLOSED, Banded, OR SEALED				77.78	.77	.60	.60	10.67
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS				77.78	.71	.55	.55	11.23
H 63	PROCESS STOCK LIST CHANGE CARDS				77.78	.62	.49	.49	11.71
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				77.78	.61	.48	.48	12.19
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				66.67	1.04	.70	.70	12.88
I 80	SIGN FOR PROPERTY				66.67	1.00	.67	.67	13.55
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				66.67	.93	.62	.62	14.17
I 53	NOTIFY EXPEDITORS OF PRIORITY ISSUES READY FOR PICK-UP				66.67	.90	.60	.60	14.77
G 34	PALLETIZE ITEMS FOR STORAGE				66.67	.88	.58	.58	15.36
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				66.67	.87	.58	.58	15.94
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				66.67	.87	.58	.58	16.52
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				66.67	.86	.57	.57	17.09
J 27	INSURE PROPER BALANCE OF VEHICLE LOAD				66.67	.85	.57	.57	17.66
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS				66.67	.82	.54	.54	18.21
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				66.67	.78	.52	.52	18.73
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL				66.67	.78	.52	.52	19.25
									30

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MORS	SEQ
	4036	713	13	169	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					
DUTY/TASK TITLE					
<>>					
F 61 PREPARE LABELS OR TAGS FOR PROPERTY	89.35	1.47	1.32	1.32	
F 39 INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS	88.76	1.04	.92	2.24	
F 34 IDENTIFY PROPERTY USING SUPPLY OR TECHNICAL PUBLICATIONS	87.57	1.36	1.19	3.43	
F 56 PREPARE DISCREPANCY REPORTS	85.80	1.14	.98	4.41	
F 7 COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	85.21	1.50	1.28	5.69	5
F 41 INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DILAT, OR DETERIORATION	85.21	1.13	.96	6.65	
F 75 TAG OR RETAG MATERIAL IN STOCK	84.02	1.14	.95	7.61	
F 74 TAG OR RETAG EXCESS PROPERTY	82.84	1.12	.93	8.53	
F 38 INSPECT CONTAINERS AND LABELS OF TOXIC AND VOLATILE MATERIALS	82.84	.98	.81	9.35	
F 42 INSPECT REPAIRABLE OR LOCAL PURCHASE RECEIPTS	81.66	1.35	1.10	10.45	10
F 11 CONDITION-CODE SUPPLY ITEMS OR EQUIPMENT	81.07	1.19	.96	11.41	
F 49 LIST COMPONENT PART SHORTAGES	81.07	.96	.78	12.19	
F 59 PREPARE INPUT FORMAT FOR CONDITION OR IDENTIFICATION CHANGES	79.88	1.18	.95	13.13	
F 33 IDENTIFY PROPERTY REQUIRING TO COMPLIANCE OR TO MODIFICATION	79.88	1.11	.88	14.02	
F 31 IDENTIFY COMPONENTS TO ASSEMBLIES	79.88	1.04	.83	14.85	15
F 82 VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT	79.29	1.21	.96	15.81	
F 48 INSURE HISTORICAL RECORD IS ATTACHED TO MATERIAL	79.29	.97	.77	16.57	
F 19 DESIGNATE ITEMS FOR DISPOSAL	76.33	1.03	.79	17.34	
F 68 REQUEST IDENTIFICATION INFORMATION FOR PROPERTY THAT CANNOT BE IDENTIFIED	75.74	.87	.66	18.02	
F 25 DETERMINE FSN TO BE ASSIGNED TO ITEMS	75.15	1.16	.87	18.89	20
F 32 IDENTIFY ITEMS USING PRECISION MEASURING TOOLS	75.15	.92	.69	19.58	
F 27 DETERMINE INTERCHANGEABILITY OF ITEMS	74.56	1.12	.83	20.41	
F 21 DETERMINE CLASSIFICATION OF PROPERTY	73.96	1.06	.78	21.19	
E 1 ACCEPT OR REJECT PROPERTY	72.78	1.23	.90	22.09	
F 81 VERIFY UNIT COSTS OF SUPPLIES OR EQUIPMENT	72.78	.99	.72	22.81	25
F 10 COMPUTE AND ASSIGN SHELF-LIFE EXPECTANCY OR CURE DATES	72.19	1.18	.85	23.64	
F 52 PERFORM SURVEILLANCE OF AGE CONTROL ITEMS	71.01	1.12	.79	24.45	
F 80 VERIFY SECURITY CLASSIFICATION OF SUPPLIES OR EQUIPMENT	71.01	1.02	.72	25.18	
F 50 MONITOR OR DOCUMENT THE PROCESSING OF PROPERTY FOR RECLAMATION OR DEMILITARIZATION	70.41	.95	.67	25.85	
F 20 DETERMINE CAUSE OF UNSERVICABILITY	69.82	.94	.67	26.52	30
F 65 PREPARE STATEMENT OF FACTS ON DAMAGED PROPERTY	69.82	.83	.58	27.10	
F 12 CONDUCT FOLLOW-UP INSPECTIONS	69.23	.94	.65	27.75	
F 15 CONTACT TECHNICAL SPECIALISTS REGARDING THE CONDITION AND STATUS OF PROPERTY ITEMS RECEIVED	69.23	.81	.56	28.31	

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBMS
	4036	713	13	663

D-TSK	DUTY/TASK TITLE	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....											TASK SEQ NO
		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....											
		AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....											
		PERCENT OF MEMBERS PERFORMING.....											
		<>	
F 41	PREPARE LABELS OR TAGS FOR PROPERTY	80.39	1.07	.86	.86	.86	.86	.86	.86	.86	.86	.86	
F 34	IDENTIFY PROPERTY USING SUPPLY OR TECHNICAL PUBLICATIONS	78.73	.85	.67	1.52	.67	1.52	.67	1.52	.67	1.52	.86	
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	78.13	1.04	.82	2.34	.82	2.34	.82	2.34	.82	2.34	.86	
F 33	IDENTIFY PROPERTY REQUIRING TO COMPLIANCE OR TO MODIFICATION	77.68	.74	.58	2.92	.58	2.92	.58	2.92	.58	2.92	.86	
E 1	ACCEPT OR REJECT PROPERTY	75.72	.77	.58	3.50	.58	3.50	.58	3.50	.58	3.50	.86	
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION	74.81	.88	.66	4.16	.66	4.16	.66	4.16	.66	4.16	.86	
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	74.36	.95	.71	4.87	.71	4.87	.71	4.87	.71	4.87	.86	
F 35	IDENTIFY, SEGREGATE, OR FORWARD MISROUTED MATERIAL FOR RESHIPMENT	70.74	.67	.48	5.34	.48	5.34	.48	5.34	.48	5.34	.86	
F 74	TAG OR RETAG EXCESS PROPERTY	69.68	.74	.52	5.86	.52	5.86	.52	5.86	.52	5.86	.86	
F 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT	69.08	.79	.55	6.41	.55	6.41	.55	6.41	.55	6.41	.86	
F 11	CONDITION-CODE SUPPLY ITEMS OR EQUIPMENT	68.48	.89	.41	7.02	.41	7.02	.41	7.02	.41	7.02	.86	
F 75	TAG OR RETAG MATERIAL IN STOCK	68.17	.86	.59	7.60	.59	7.60	.59	7.60	.59	7.60	.86	
F 39	INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS	67.57	.73	.49	8.09	.49	8.09	.49	8.09	.49	8.09	.86	
F 2	AID ITEM MANAGER OR INVENTORY PERSONNEL IN LOCATING MATERIAL	67.57	.60	.40	8.50	.40	8.50	.40	8.50	.40	8.50	.86	
F 31	IDENTIFY COMPONENTS TO ASSEMBLIES	66.52	.70	.46	8.96	.46	8.96	.46	8.96	.46	8.96	.86	
F 41	INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION	66.52	.69	.46	9.42	.46	9.42	.46	9.42	.46	9.42	.86	
F 49	LIST COMPONENT PART SHORTAGES	66.37	.63	.42	9.84	.42	9.84	.42	9.84	.42	9.84	.86	
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	65.76	.91	.60	10.43	.60	10.43	.60	10.43	.60	10.43	.86	
F 12	CONDUCT FOLLOW-UP INSPECTIONS	65.76	.74	.49	10.92	.49	10.92	.49	10.92	.49	10.92	.86	
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS	65.76	.71	.47	11.39	.47	11.39	.47	11.39	.47	11.39	.86	
F 20	DETERMINE CAUSE OF UNSERVICEABILITY	65.46	.77	.50	11.89	.50	11.89	.50	11.89	.50	11.89	.86	
F 68	REQUEST IDENTIFICATION INFORMATION FOR PROPERTY THAT CANNOT BE IDENTIFIED	65.46	.61	.40	12.29	.40	12.29	.40	12.29	.40	12.29	.86	
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	65.31	.93	.61	12.90	.61	12.90	.61	12.90	.61	12.90	.86	
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS	65.01	.72	.47	13.36	.47	13.36	.47	13.36	.47	13.36	.86	
F 19	DESIGNATE ITEMS FOR DISPOSAL	64.86	.63	.41	13.77	.41	13.77	.41	13.77	.41	13.77	.86	
F 64	PREPARE REQUESTS FOR CLEANING, PRESERVATION, OR PACKING OF MATERIAL	64.86	.58	.38	14.15	.38	14.15	.38	14.15	.38	14.15	.86	
G 23	IDENTIFY ITEMS EXCEEDING TIME LIMITATIONS OR TOC INSPECTION DATES	64.56	.73	.47	14.62	.47	14.62	.47	14.62	.47	14.62	.86	
F 56	PREPARE DISCREPANCY REPORTS	64.56	.70	.45	15.07	.45	15.07	.45	15.07	.45	15.07	.86	
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	64.40	.68	.44	15.51	.44	15.51	.44	15.51	.44	15.51	.86	

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	M8RS 50
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING..... PERCENT OF MEMBERS PERFORMING.....				
D-TSK	DUTY/TASK TITLE			
	<>			
E 1	ACCEPT OR REJECT PROPERTY	84.00	1.59	1.34
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	80.00	1.52	2.55
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION	68.00	1.79	3.77
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	68.00	1.64	4.89
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	68.00	1.48	5.89
E 11	COMPLETE TURN-IN DOCUMENTS	68.00	1.31	6.78
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	66.00	1.27	7.62
E 2	ADVISE CARRIER OF DISCREPANCY	66.00	1.07	8.33
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	64.00	1.58	9.34
L 2	CLEAN IMMEDIATE WORK AREA	64.00	1.23	10.13
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	62.00	1.24	10.92
E 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT	62.00	1.27	11.71
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	60.00	1.34	12.51
F 61	PREPARE LABELS OR TAGS FOR PROPERTY	60.00	1.30	13.29
E 36	PREPARE TEMPORARY OR HAND RECEIPTS	58.00	1.05	13.90
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	56.00	1.50	14.74
I 80	SIGN FOR PROPERTY	56.00	1.25	15.44
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	56.00	.96	15.97
F 34	IDENTIFY PROPERTY USING SUPPLY OR TECHNICAL PUBLICATIONS	54.00	1.19	16.62
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	54.00	1.14	17.23
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	52.00	1.41	17.97
E 37	PREPARE UNSERVICEABLE PROPERTY FOR SHIPMENT	52.00	1.21	18.59
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	50.00	1.38	19.28
F 56	PREPARE DISCREPANCY REPORTS	50.00	1.12	19.84
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS	50.00	1.03	20.36
F 75	TAG OR RETAG MATERIAL IN STOCK	50.00	.96	20.84
F 9	COMPLETE OVERAGE OR SHORTAGE REPORTS	48.00	1.22	21.43
E 44	SCREEN TURN-IN DOCUMENTS FOR COMPLETENESS	48.00	1.21	22.01
E 40	PROCESS REPAIRABLE RECEIPTS	48.00	1.16	22.56
I 17	DETERMINE SERVICEABILITY OF ITEMS	48.00	1.15	23.12
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	48.00	.94	23.57

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS	TASK
	4036	713	13	47	SEQ
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					NO
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					NO
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					NO
D-TSK	DUTY/TASK TITLE				NO
	<>				NO
L 2	CLEAN IMMEDIATE WORK AREA				1.96
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION				1.39
	CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS,				3.35
	OR MARKINGS				
E 1	ACCEPT OR REJECT PROPERTY				4.19
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND				1.17
	CONDITION				5.37
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				6.33
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH				1.02
	INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS				7.35
F 61	PREPARE LABELS OR TAGS FOR PROPERTY				8.32
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				9.16
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				9.94
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND				10.65
	DOCUMENTATION				
H 20	COUNT PROPERTY				11.29
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING,				11.92
	CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH				12.71
	INFORMATION CONTAINED ON RELEASE DOCUMENTS				
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY				13.50
	HOLD AREA				
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND				14.24
	CONDITION				
F 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT				14.86
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES,				15.82
	OR DAMAGE				
E 11	COMPLETE TURN-IN DOCUMENTS				16.40
I 67	RECEIVE AND VERIFY CONDITION OF PARTS				17.34
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF				18.17
	MATERIAL RECEIVED				
L 3	CLEAN OR PAINT FACILITIES				18.73
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS				19.17
H 65	RESEARCH TO'S				19.81
F 75	TAG OR RETAG MATERIAL IN STOCK				20.40
F 74	TAG OR RETAG EXCESS PROPERTY				20.90
I 80	SIGN FOR PROPERTY				21.39
G 40	PLACE PROPERTY IN WAREHOUSE BINS, HACKS, OR BAYS				21.81
L 4	CLEAN TOOLS OR EQUIPMENT				22.57
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS				23.24
I 17	DETERMINE SERVICEABILITY OF ITEMS				23.87
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING				24.46

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MEMBERS	
	4036	713	13	23	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				
	<*>				
K 3	BOARD AIRCRAFT AND LOCATE CARGO TO BE OFF-LOADED				1.50
J 49	SECURE MATERIAL TO PALLET WITH STRAPS, NETS, OR CHAINS				1.81
K 5	CHECK PALLET FOR PROPER STRAPPING AND NETTING				82.61
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT				1.71
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT				1.41
K 16	INSPECT CONDITION OF FREIGHT PRIOR TO MOVEMENT				1.95
K 29	REARRANGE CARGO IN AIRCRAFT TO BALANCE LOAD				1.52
L 2	CLEAN IMMEDIATE WORK AREA				1.44
K 19	INSPECT LABELS, TAGS, OR MARKINGS OF HAZARDOUS OR MAGNETIC MATERIAL				1.83
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES				1.66
K 11	DIRECT USE OF AIR LOAD RESTRAINT DEVICES				1.30
K 22	LOAD OR UNLOAD CLASSIFIED FREIGHT				1.23
K 4	CHECK ON VERIFY AIR CARGO DOCUMENTATION, AIR MOVEMENT				1.54
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				1.21
J 39	PALLETIZE CARGO ACCORDING TO AIRCRAFT CONFIGURATION				1.19
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION				1.42
K 20	INSPECT LOCKING DEVICES				1.05
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				1.77
L 29	OPERATE TUGS				1.16
K 21	INSPECT PACKING AND CRATING OF FREIGHT				1.03
K 13	INSPECT BLOCKING AND BRACING OF LOAD				1.33
L 30	OPERATE TWO-WAY RADIO				2.04
L 7	DRIVE CAR OR PICK-UP TRUCK				1.78
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION				1.61
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN				1.36
J 5	CHECK BUILD-UP OF PALLETS				1.27
J 52	WEIGH PALLETIZED CARGO				1.83
K 14	INSPECT CARRIERS' EQUIPMENT PRIOR TO LOADING OR AFTER UNLOADING				1.23
K 10	DETERMINE PLACEMENT OF CARGO ABOARD AIRCRAFT				1.18
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				1.13
K 15	INSPECT SECURITY OF CLASSIFIED CARGO				1.74
J 43	PROVIDE NECESSARY PROTECTION FOR ITEMS REQUIRING SPECIAL HANDLING				1.13
K 18	HANDLE HATCHES, DOORS, OR SEALS FOR SECURITY				1.41
L 8	DRIVE 1 1/2 TON OR 2 1/2 TON TRUCK				1.40
L 35	PERFORM OPERATOR MAINTENANCE ON ASSIGNED VEHICLES				1.17
K 6	COMPUTE AIRCRAFT LOAD DISTRIBUTION AND BALANCE				1.06

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS	
	4036	713	13	72	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....					NO
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE	<>			
J 49	SECURE MATERIAL TO PALLETS WITH STRAPS, NETS, OR CHAINS	87.50	1.60	1.40	1.40
L 2	CLEAN IMMEDIATE WORK AREA	87.50	1.19	1.04	2.44
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	86.11	2.29	1.97	4.41
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT	86.11	1.37	1.18	5.60
K 3	BOARD AIRCRAFT AND LOCATE CARGO TO BE OFF-LOADLED	86.11	1.35	1.16	6.76
K 22	LOAD OR UNLOAD CLASSIFIED FREIGHT	84.72	1.21	1.02	7.78
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT	84.72	1.18	1.00	8.78
K 5	CHECK PALLETS FOR PROPER STRAPPING AND NETTING	80.56	1.24	1.00	9.78
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	80.56	1.11	.90	10.68
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	80.56	1.08	.87	11.55
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	77.78	1.47	1.14	12.69
J 39	PALLETIZE CARGO ACCORDING TO AIRCRAFT CONFIGURATION	77.78	1.46	1.14	13.82
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION	77.78	1.08	.84	14.66
J 44	PULL MATERIAL FOR SHIPMENT	76.39	1.21	.93	15.59
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	76.39	1.10	.84	16.43
K 29	REARRANGE CARGO IN AIRCRAFT TO BALANCE LOAD	76.39	.92	.70	17.13
K 6	COMPUTE AIRCRAFT LOAD DISTRIBUTION AND BALANCE	76.39	.91	.70	17.83
K 10	DETERMINE PLACEMENT OF CARGO ABCARD AIRCRAFT	75.00	1.36	1.02	18.85
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	73.41	1.07	.79	19.63
J 5	CHECK BUILD-UP OF PALLETS	72.22	1.39	1.00	20.64
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION	72.22	1.02	.74	21.38
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	72.22	.97	.70	22.08
K 4	CHECK OR VERIFY AIR CARGO DOCUMENTATION, AIR MOVEMENT DESIGNATOR, OR TRANSPORTATION CONTROL NUMBER	72.22	.87	.63	22.71
E 27	OPERATE CONTROL PANEL TO ROUTE MATERIAL	70.83	1.17	.83	23.54
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	70.83	1.06	.75	24.29
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	70.83	1.00	.71	25.00
K 25	LOAD-PLAN AIR FREIGHT	70.83	.88	.63	25.62
L 24	OPERATE POWER CONVEYORS	69.44	1.21	.84	26.46
J 47	ROUTE MATERIAL TO PROPER HOLDING BAY	69.44	1.02	.71	27.17
K 2	BALANCE AND SECURE SURFACE FREIGHT	69.44	.90	.62	27.79
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	69.44	.90	.62	28.41
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	68.06	1.63	1.11	29.52
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES	68.06	1.04	.71	30.23
K 16	INSPECT CONDITION OF FREIGHT PRIOR TO MOVEMENT	68.06	.96	.65	30.89
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT	66.67	1.22	.82	31.70
L 20	OPERATE K-25	66.67	1.04	.70	32.40

**APPENDIX B: DIFFERENCE DESCRIPTIONS FOR
BASE/ALC JOB SERIES GROUPS**

DIFFERENCE BETWEEN SPC023 AND SPC024

TDIFOR PAGE 1

SPC023 MEMBERS = 72 6968 ALLC
SPC024 MEMBERS = 23 6968 BASE

AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC023 MINUS SPC024									
SPC024 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS									
PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC023 MINUS SPC024									
SPC024 PERCENT MEMBERS PERFORMING									
TASK TITLE									
D-TSK									
E 27	OPERATE CONTROL PANEL TO ROUTE MATERIAL	70.83	13.04	57.79	.83	.05	.78		
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	80.56	30.43	50.12	.90	.23	.66		
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	69.44	21.74	47.71	.62	.18	.44		
C 15	INSPECT HAND TOOLS OR OPERATING SUPPLIES	45.83	8.70	37.14	.35	.03	.33		
G 48	PROVIDE SECURE STORAGE FOR CLASSIFIED, SENSITIVE, RADIOACTIVE, HAZARDOUS, OR FLAMMABLE PROPERTY	62.50	26.09	36.41	.60	.15	.44		
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	70.83	34.78	36.05	.71	.23	.48		
L 24	OPERATE POWER CONVEYORS	69.44	34.78	34.66	.84	.27	.57		
C 14	INSPECT EQUIPMENT FOR OPERATION AND MAINTENANCE	55.56	21.74	33.82	.44	.15	.28		
J 44	PULL MATERIAL FOR SHIPMENT	76.39	43.48	32.91	.93	.37	.56		
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS	58.33	26.09	32.25	.44	.16	.28		
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS	58.33	26.09	32.25	.60	.17	.42		
E 9	COMPLETE INCHECKER'S TALLY SHEET	61.11	30.43	30.68	.48	.21	.27		
L 4	CLEAN TOOLS OR EQUIPMENT	61.89	34.78	29.11	.59	.21	.37		
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	41.67	13.04	28.62	.35	.05	.29		
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	41.67	13.04	28.62	.31	.05	.25		
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	80.56	52.17	28.38	.87	.46	.41		
E 43	RETURN PROPERTY FOR REROUTING OR DIVERSION	50.00	21.74	28.26	.34	.16	.17		
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	66.67	39.13	27.54	.59	.26	.33		
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	66.67	39.13	27.54	.60	.28	.33		
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	70.83	43.48	27.36	.75	.38	.37		
E 26	OFF-LOAD RECEIPTS OR TURN-INS	52.78	26.09	26.69	.51	.18	.33		
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	61.11	34.78	26.33	.56	.26	.30		
F 2	AID ITEM MANAGER OR INVENTORY PERSONNEL IN LOCATING MATERIAL	38.89	13.04	25.85	.28	.06	.22		
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	73.61	47.83	25.79	.79	.30	.49		
E 33	PREPARE PROPERTY FOR IN-CHECKING	43.06	17.39	25.66	.38	.10	.28		
E 2	ADVISE CARRIER OF DISCREPANCY	47.22	21.74	25.48	.33	.09	.24		
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	59.72	34.78	24.94	.63	.28	.36		
E 42	REPORT AND RECORD DISPOSITION OF CONEX SHIPMENT CONTAINERS	33.33	8.70	24.64	.20	.03	.17		
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	72.22	47.83	24.40	.70	.35	.35		
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	50.00	26.09	23.91	.38	.20	.18		
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT	58.33	34.78	23.55	.48	.24	.24		
K 26	LOAD-PLA. SURFACE FREIGHT	62.50	39.13	23.37	.48	.38	.10		

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 32 AND LAST 35 TASKS BE REPORTED.

H 35	PREPARE ACCIDENT REPORTS	18.06	34.78	-16.73	.12	.36	-.24
J 32	MAINTAIN DAILY RECORD OF WORK ACCOMPLISHED	18.06	34.78	-16.73	.08	.27	-.19
K 18	INSPECT MATCHES, DOORS, OR SEALS FOR SECURITY	38.89	56.52	-17.63	.28	.80	-.52
U 1	ASSIGN OUT TRAINERS	8.33	26.09	-17.75	.02	.11	-.09
K 14	INSPECT CARRIERS' EQUIPMENT PRIOR TO LOADING OR AFTER UNLOADING	43.06	60.87	-17.81	.31	.86	-.54
B 41	PREPARE FORMS TO QUALIFY EMPLOYEES TO HANDLE EXPLOSIVE AND DANGEROUS CARGO FOR ENVIRONMENTAL DIFFERENTIAL PAY	12.50	30.43	-17.93	.08	.27	-.19
A 24	PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES	20.83	39.13	-18.30	.15	.42	-.27
A 25	PLAN OR IMPLEMENT SAFETY PROGRAM	20.83	39.13	-18.30	.11	.38	-.28
K 11	DIRECT USE OF AIR LOAD RESTRAINT DEVICES	55.56	73.91	-18.36	.53	1.49	-.96
K 19	INSPECT LABELS, TAGS, OR MARKINGS OF HAZARDOUS OR MAGNETIC MATERIAL	59.72	78.26	-18.54	.63	1.19	-.57
B 13	INTERVIEW OR HIRE PERSONNEL	6.94	26.09	-19.14	.01	.21	-.19
A 36	SCHEDULE DUTY HOURS OF SUBORDINATES	11.11	30.43	-19.32	.05	.35	-.30
C 20	INVESTIGATE GRIEVANCES OR DISCIPLINARY ACTION	11.11	30.43	-19.32	.05	.18	-.13
B 9	ESTABLISH WORK PRIORITIES	15.28	34.78	-19.50	.08	.29	-.21
J 1	ARRANGE FOR ADDITIONAL VEHICLE SUPPORT	19.44	39.13	-19.69	.11	.22	-.12
B 56	SUPERVISE LOADING OR UNLOADING OF PROPERTY	31.94	52.17	-20.23	.34	.56	-.22
A 27	PLAN TRAINING REQUIREMENTS	9.72	30.43	-20.71	.03	.24	-.21
A 34	PREPARE TRAINING PROGRAMS	9.72	30.43	-20.71	.04	.28	-.24
D 12	MAINTAIN TRAINING PROGRESS RECORDS, SUCH AS AF FORM 623	4.17	26.09	-21.92	.01	.19	-.18
H 3	BRIEF EMPLOYEES ON STANDARD OF CONDUCT (AFR 30-30)	12.50	34.78	-22.28	.06	.30	-.24
B 38	PREPARE DISCREPANCY OR IRREGULARITY REPORTS	12.50	34.78	-22.28	.04	.34	-.30
B 27	MONITOR ON-THE-JOB TRAINING PROGRAMS (OJT)	6.94	30.43	-23.49	.03	.28	-.25
B 51	SCHEDULE LEAVES OR PASSES	11.11	34.78	-23.67	.05	.32	-.27
B 33	ORIENT NEWLY-ASSIGNED PERSONNEL	15.28	39.13	-23.85	.06	.45	-.39
B 36	PREPARE AIRMEN PERFORMANCE REPORTS (AF FORMS 909, 910, 911)	.00	26.09	-26.09	.00	.21	-.21
L 30	OPERATE TWO-WAY RADIO	38.89	65.22	-26.33	.27	1.05	-.78
B 11	INSURE EMPLOYEES ARE FAMILIAR WITH CURRENT TO'S AND DIRECTIVES	12.50	39.13	-26.63	.06	.42	-.36
B 44	PREPARE OR INITIATE CIVILIAN PERSONNEL ACTIONS, SUCH AS PROMOTIONS OR REASSIGNMENTS	2.78	30.43	-27.66	.01	.27	-.26
L 29	OPERATE TUGS	41.67	69.57	-27.90	.51	.72	-.21
H 4	CERTIFY OR MAINTAIN TIME CARDS	11.11	39.13	-28.02	.04	.32	-.28
B 2	BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE	15.28	43.48	-28.20	.07	.43	-.33
B 7	CONDUCT SECURITY OR SAFETY MEETINGS	13.89	43.48	-29.59	.07	.45	-.38
B 42	PREPARE NOTICE OF ANNUAL PERFORMANCE RATINGS ON CIVILIAN EMPLOYEES	8.33	39.13	-30.80	.04	.44	-.39
B 37	PREPARE AND MAINTAIN CIVILIAN EMPLOYEE RECORDS, E.G., AF-971	8.33	43.48	-35.14	.04	.47	-.43
B 1	ASSIGN INDIVIDUALS TO DUTY POSITIONS	20.83	56.52	-35.69	.10	.67	-.56

SPC021 MEMBERS = 47 6966 ALC
SPC022 MEMBERS = 50 6966 BASE

D-TSK	TASK TITLE				AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC021 MINUS SPC022-----	SPO22 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS-----	PERCENT MEMBERS PERFORMING---	SPO22 PERCENT MEMBERS PERFORMING----	
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY	25.53	.00	25.53	.22	.00	.	.	.22
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS	34.04	12.00	22.04	.37	.08	.	.	.30
I 65	REARRANGE BINS FOR MAXIMUM UTILIZATION OF SPACE AND PERSONNEL	31.91	12.00	19.91	.29	.10	.	.	.20
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	31.91	12.00	19.91	.26	.09	.	.	.17
I 11	COMPLETE ROUTING SLIP TO RE-ROUTE MATERIAL	27.66	8.00	19.66	.37	.09	.	.	.27
L 44	STEAM CLEAN ENGINES	25.53	6.00	19.53	.37	.08	.	.	.29
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	57.45	38.00	19.45	.96	.44	.	.	.53
J 32	MAINTAIN DAILY RECORD OF WORK ACCOMPLISHED	21.28	2.00	19.28	.24	.01	.	.	.23
M 65	RESEARCH TO'S	42.55	24.00	18.55	.63	.21	.	.	.42
J 14	CUSHION MATERIAL FOR TRANSPORTING	27.66	10.00	17.66	.22	.08	.	.	.14
H 49	PLACE COUNT CARDS IN BINS	19.15	2.00	17.15	.09	.03	.	.	.04
M 34	PREPARE CORROSION TREATMENT AND DELIVERY NOTICE (AF 311)	17.02	.00	17.02	.20	.00	.	.	.20
J 47	ROUTE MATERIAL TO PROPER HOLDING BAY	29.79	14.00	15.79	.43	.19	.	.	.25
F 64	PREPARE REQUESTS FOR CLEANING, PRESERVATION, OR PACKING OF MATERIAL	25.53	10.00	15.53	.33	.07	.	.	.26
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	25.53	10.00	15.53	.18	.11	.	.	.07
H 16	CONDUCT WALL TO WALL INVENTORIES	25.53	10.00	15.53	.21	.10	.	.	.11
G 27	INTERROGATE LOCATOR RECORDS FOR AUTHORIZED LEVELS	19.15	4.00	15.15	.10	.02	.	.	.09
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT	19.15	4.00	15.15	.15	.05	.	.	.10
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES	19.15	4.00	15.15	.20	.01	.	.	.18
G 44	PREPARE OR CORRECT BIN CARDS ON LABELS	36.17	22.00	14.17	.35	.21	.	.	.14
G 63	STENCIL LETTERS AND NUMBERS ON BINS	34.04	20.00	14.04	.31	.25	.	.	.06
F 37	INITIATE WORK ORDERS FOR MAINTENANCE ACTION FOR MATERIAL NOT SUITABLE FOR STORAGE OR ISSUE	23.40	10.00	13.40	.24	.09	.	.	.16
G 9	CLEAR PERSONNEL FOR ACCESS INTO AREA	23.40	10.00	13.40	.16	.07	.	.	.09
G 28	MAINTAIN INFORMAL LEDGERS OF ISSUE RECEIPTS	21.28	8.00	13.28	.26	.03	.	.	.23
F 70	RESEARCH DEBIT COMPUTER EXCEPTIONS	19.15	6.00	13.15	.13	.03	.	.	.11
G 1	ANNOTATE AND FORWARD WAREHOUSE LOCATOR CARD, AF FORM 225	19.15	6.00	13.15	.12	.03	.	.	.10
J 30	LOCATE AND SELECT MATERIAL FOR DELIVERY TO CARRIER	19.15	6.00	13.15	.13	.04	.	.	.10
M 20	COUNT PROPERTY	51.06	38.00	13.06	.65	.52	.	.	.13
I 40	MAINTAIN CHECKS OF STOCK BALANCES	14.89	2.00	12.89	.08	.01	.	.	.07
I 36	ISSUE BACK ORDER ON AF-20 TO CORRECT ACTIVITY AND STATION	12.77	.00	12.77	.04	.00	.	.	.06
J 51	TRACE AND EXPEDITE MOVEMENT OR DELIVERY OF SHIPMENTS	12.77	.00	12.77	.09	.00	.	.	.09
K 28	PROTECT MATERIAL AGAINST ENVIRONMENTAL FACTORS	12.77	.00	12.77	.09	.00	.	.	.09
L 2	CLEAN IMMEDIATE WORK AREA	76.60	64.00	12.60	1.96	.79	.	.	1.17
H 5	COMPARE PHYSICAL COUNTS OF PROPERTY WITH STOCK RECORD BALANCES	29.79	18.00	11.79	.23	.17	.	.	.06
J 37	PACK, CRATE, BOX, OR PACKAGE ITEMS FOR SHIPMENT	27.66	16.00	11.66	.50	.15	.	.	.36
L 36	PERFORM OPERATOR MAINTENANCE ON MATERIAL HANDLING EQUIPMENT	23.40	12.00	11.40	.21	.11	.	.	.09

PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 36 AND LAST 37 TASKS BE REPORTED.

E 12	COORDINATE WITH RADIOACTIVE TEAM ON RADIOACTIVE SHIPMENTS AND RECEIPTS	10.64	28.00	-17.36	.05	.23	-.10
C 6	EVALUATE PILFERAGE AND DAMAGE PRECAUTIONS	8.51	26.00	-17.49	.08	.28	-.20
E 31	PREPARE EXTRACT DOCUMENTS	8.51	26.00	-17.49	.05	.25	-.19
C 11	EVALUATE SECURITY PRACTICES	6.38	24.00	-17.62	.03	.18	-.15
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	38.30	56.00	-17.70	.59	.54	.05
F 16	COORDINATE WITH CONTRACTORS OR VENDORS	4.26	22.00	-17.74	.05	.22	-.17
G 52	RECORD RETURNS TO VENDORS	.00	18.00	-18.00	.00	.10	-.10
E 1	ACCEPT OR REJECT PROPERTY	45.96	84.00	-18.04	.84	1.34	-.50
E 40	PROCESS REPAIRABLE RECEIPTS	29.79	48.00	-18.21	.42	.56	-.14
E 4	ANNOTATE SHIPPING DOCUMENTS	27.66	46.00	-18.34	.18	.57	-.39
F 80	VERIFY SECURITY CLASSIFICATION OF SUPPLIES OR EQUIPMENT	14.89	34.00	-19.11	.12	.32	-.20
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	31.91	52.00	-20.09	.47	.73	-.26
E 37	PREPARE UNSERVICEABLE PROPERTY FOR SHIPMENT	31.91	52.00	-20.09	.34	.63	-.28
F 9	COMPLETE OVERAGE OR SHORTAGE REPORTS	27.66	48.00	-20.34	.43	.58	-.15
F 39	INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS	25.53	46.00	-20.47	.25	.45	-.26
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	23.40	44.00	-20.60	.21	.56	-.35
F 8	COMPARE PROPERTY WITH PROCUREMENT SPECIFICATIONS	19.15	40.00	-20.85	.24	.42	-.18
E 11	COMPLETE TURN-IN DOCUMENTS	46.81	68.00	-21.19	.58	.89	-.31
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	46.81	68.00	-21.19	.96	1.01	-.04
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	44.68	66.00	-21.32	.83	.84	-.01
C 1	EVALUATE AND ANALYZE WORKLOADS	2.13	24.00	-21.87	.01	.22	-.22
M 53	RESEARCH CONTRACT ITEM DESCRIPTIONS	2.13	24.00	-21.87	.13	.20	-.07
F 34	IDENTIFY PROPERTY USING SUPPLY OR TECHNICAL PUBLICATIONS	31.91	54.00	-22.09	.21	.26	-.06
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	27.66	50.00	-22.34	.27	.31	-.04
F 42	INSPECT REPAIRABLE OR LOCAL PURCHASE RECEIPTS	19.89	38.00	-23.11	.10	.37	-.27
F 45	PREPARE STATEMENT OF FACTS ON DAMAGED PROPERTY	10.64	34.00	-23.36	.07	.26	-.19
M 66	RESEARCH TRANSACTION REGISTERS	10.64	34.00	-23.36	.06	.28	-.22
H 38	PREPARE DISCREPANCY OR IRREGULARITY REPORTS	6.38	30.00	-23.62	.03	.25	-.21
F 81	VERIFY UNIT COSTS OF SUPPLIES OR EQUIPMENT	19.15	44.00	-24.85	.14	.37	-.23
M 60	RESEARCH STOCK NUMBER USER'S DICTIONARY (SNUD)	6.38	32.00	-25.62	.15	.32	-.16
E 36	PREPARE TEMPORARY OR HAND RECEIPTS	31.91	58.00	-26.09	.25	.61	-.36
E 2	ADVISE CARRIER OF DISCREPANCY	38.30	66.00	-27.70	.61	.71	-.10
F 56	PREPARE DISCREPANCY REPORTS	21.28	50.00	-28.72	.24	.56	-.32
E 30	PREPARE DISCREPANCY IN SHIPMENT REPORTS, SF 361	10.64	40.00	-29.36	.06	.40	-.34
F 15	CONTACT TECHNICAL SPECIALISTS REGARDING THE CONDITION AND STATUS OF PROPERTY ITEMS RECEIVED	17.02	48.00	-30.98	.10	.43	-.33
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	29.79	62.00	-32.21	.45	.79	-.35
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	21.28	56.00	-34.72	.14	.84	-.70

DIFFERENCE BETWEEN SPC019 AND SPC020

GDIF06 PAGE 1

SPC019 MEMBERS = 663 6965 ALC
SPC020 MEMBERS = 169 6965 BASE

		AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC019 MINUS SPC020.....		SPC020 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS.....		SPC019 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS.....		PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC019 MINUS SPC020.....		SPC020 PERCENT MEMBERS PERFORMING.....		SPC019 PERCENT MEMBERS PERFORMING.....	
		TASK TITLE											
D-TSK													
G 10		COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS		63.65		3.55		60.10		.49		.02	
G 26		INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS		65.76		9.47		56.29		.47		.05	
I 89		VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY		57.92		1.78		56.14		.47		.01	
G 34		PALLETIZE ITEMS FOR STORAGE		57.92		8.28		49.63		.34		.04	
G 65		STORE PROPERTY IN PALLET OR BULK LOCATIONS		54.60		5.33		49.27		.35		.03	
G 11		CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE		52.49		4.14		48.35		.33		.02	
G 40		PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS		56.11		8.28		47.82		.42		.08	
G 44		PREPARE OR CORRECT BIN CARDS OR LABELS		52.64		7.10		45.54		.31		.05	
G 6		BIND OR TAPE TOGETHER MULTIPLE QUANTITIES		63.80		18.34		45.46		.40		.11	
E 24		NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNORS RECEIPTS		59.73		15.38		44.34		.36		.13	
E 21		LOAD MATERIAL ON MECHANICAL CONVEYOR LINES		58.97		15.38		43.59		.38		.11	
G 36		PLACE ITEMS IN BAGS AND ATTACH LABELS		65.01		22.49		42.52		.47		.19	
E 47		SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY		53.09		11.24		41.85		.32		.07	
I 7		CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION		61.39		20.71		40.68		.49		.17	
E 39		PROCESS AND RELEASE NORS/ANORS RECEIPTS		52.34		11.83		40.50		.33		.07	
G 66		UNCRATE OR UNPACK PROPERTY		53.54		13.61		39.94		.31		.10	
G 1		ANNOTATE AND FORWARD WAREHOUSE LOCATOR CARD, AF FORM 225		41.93		2.37		39.56		.22		.01	
G 13		CONTACT JONS CONTROL CENTER FOR PICK UP OF NORS POTENTIAL		45.40		5.92		39.48		.22		.03	
G 54		DENIAL DOCUMENTS		44.65		5.33		39.32		.24		.03	
E 23		RECKATE OR CONSOLIDATE ITEMS TO INCREASE STORAGE SPACE		61.39		22.49		38.90		.39		.19	
		HOLD AREA											
J 44		PULL MATERIAL FOR SHIPMENT		42.38		3.55		38.83		.31		.03	
H 63		PROCESS STOCK LIST CHANGE CARDS		42.84		4.14		38.69		.23		.03	
I 9		COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS		65.31		26.63		38.68		.61		.26	
E 45		SEGREGATE INCOMING PROPERTY BY DESTINATION		46.30		8.28		38.02		.24		.06	
G 22		IDENTIFY DELINQUENT DOCUMENTS		60.18		22.49		37.70		.35		.17	
G 62		SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES		42.38		4.73		37.65		.20		.03	
G 7		CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL		58.22		20.71		37.51		.39		.14	
M 34		PREPARE CORROSION TREATMENT AND DELIVERY NOTICE (AF 311)		42.53		5.33		37.21		.22		.02	
G 37		PLACE LOCATION SYMBOLS ON STORAGE FACILITIES		42.68		5.92		36.77		.22		.04	
E 26		OFF-LOAD RECEIPTS OR TURN-INS		47.81		11.24		36.57		.26		.09	
H 60		PREPARE WAREHOUSE FOR INVENTORY		38.31		1.78		36.54		.20		.01	
I 30		EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED		47.96		11.83		36.13		.33		.09	
G 39		PLACE PROPERTY IN SPECIAL STORAGE FACILITIES		45.10		9.47		35.63		.24		.06	
H 20		COUNT PROPERTY		53.09		18.34		34.75		.36		.14	

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 34 AND LAST 33 TASKS BE REPORTED.

F 15	CONTACT TECHNICAL SPECIALISTS REGARDING THE CONDITION AND STATUS OF PROPERTY ITEMS RECEIVED	52.49	69.23	-16.74	.28	.56	--28
B 30	MONITOR TOXIC AND HAZARDOUS PROGRAM	7.84	24.85	-17.01	.03	.19	--16
F 21	DETERMINE CLASSIFICATION OF PROPERTY	55.96	73.96	-18.01	.41	.78	--38
F 43	INSPECT SERIALIZED CONTROL AND REPORTING SYSTEM PROPERTY (SCARS)	33.63	52.07	-18.44	.16	.43	--27
F 26	DETERMINE INPUT CODING REQUIREMENTS	35.90	54.44	-18.54	.19	.56	--37
F 17	COORDINATE WITH ITEM MANAGER FOR ASSIGNMENT OF DEMIL, NPCC-4, OR TCIO CODES	44.65	63.31	-18.67	.22	.53	--31
F 41	INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION	66.52	85.21	-18.69	.46	.96	--50
F 79	VERIFY MAINTENANCE AND DISPOSITION LABELING	35.75	54.44	-18.69	.17	.52	--35
M 2	MAINTAIN AGE CONTROL RECORDS	17.65	36.69	-19.04	.07	.34	--28
M 10	MAINTAIN DD 1348-6 FOR NON-CATALOGUED ITEM IDENTITY	6.94	26.04	-19.10	.02	.22	--20
M 20	MAINTAIN LISTINGS OF TEX OR NPCC CODES	2.56	22.49	-19.92	.01	.19	--19
F 65	PREPARE STATEMENT OF FACTS ON DAMAGED PROPERTY	49.47	69.82	-20.35	.26	.58	--31
F 47	INSURE GAS CYLINDERS ARE PURGED	46.15	66.86	-20.71	.27	.58	--30
F 78	VERIFY LABELS OR INSTRUCTIONS FOR HANDLING RADIOACTIVE MATERIALS	38.76	59.76	-21.00	.20	.49	--28
F 39	INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS	67.57	88.76	-21.19	.49	.92	--43
F 56	PREPARE DISCREPANCY REPORTS	64.56	85.80	-21.24	.45	.98	--53
F 81	VERIFY UNIT COSTS OF SUPPLIES OR EQUIPMENT	51.43	72.78	-21.35	.33	.72	--39
M 15	MAINTAIN FILES OF TECHNICAL ORDER COMPLIANCE PROPERTY	11.61	33.14	-21.52	.04	.30	--26
M 60	RESEARCH STOCK NUMBER USER'S DICTIONARY (SNUD)	35.14	56.80	-21.66	.18	.61	--43
F 25	DETERMINE FSN TO BE ASSIGNED TO ITEMS	53.24	75.15	-21.91	.43	.87	--44
F 42	INSPECT REPAIRABLE OR LOCAL PURCHASE RECEIPTS	59.28	81.66	-22.38	.40	1.10	--70
F 50	MONITOR OR DOCUMENT THE PROCESSING OF PROPERTY FOR RECLAMATION OR DEMILITARIZATION	47.06	70.41	-23.36	.27	.67	--40
B 23	MONITOR ITEM WARRANTY PROGRAM	7.09	30.77	-23.68	.02	.32	--30
B 32	MONITOR WARRANTY/GUARANTEE PROGRAMS	6.94	30.77	-23.83	.03	.26	--23
F 48	INSURE HISTORICAL RECORD IS ATTACHED TO MATERIAL	55.20	79.29	-24.09	.37	.77	--40
F 80	VERIFY SECURITY CLASSIFICATION OF SUPPLIES OR EQUIPMENT	46.76	71.01	-24.25	.28	.72	--45
M 22	MAINTAIN NI, RT, OR TCIO FILES	7.54	32.54	-25.00	.02	.30	--28
F 40	INSPECT HISTORICAL OR CONFIGURATION CONTROL RECORDS FOR PROPERTY IN STORAGE	41.78	66.86	-25.08	.23	.59	--36
F 59	PREPARE INPUT FORMAT FOR CONDITION OR IDENTIFICATION CHANGES	54.75	79.88	-25.13	.33	.95	--61
F 38	INSPECT CONTAINERS AND LABELS OF TOXIC AND VOLATILE MATERIALS	57.01	82.84	-25.83	.38	.81	--44
F 27	DETERMINE INTERCHANGEABILITY OF ITEMS	48.72	74.56	-25.84	.28	.83	--56
F 69	REQUEST ITEMS TO COMPLETE ASSEMBLIES	34.69	63.31	-28.62	.14	.47	--33
F 14	CONTACT MEDICAL PERSONNEL TO INSPECT RATIONS, MEDICAL SUPPLIES, OR TOXIC MATERIALS	24.43	56.80	-32.37	.08	.40	--32

DIFFERENCE BETWEEN SPC017 AND SPC018

GDIFDS PAGE 1

SPC017 MEMBERS = 9 6960 ALC
SPC018 MEMBERS = 60 6960 BASE

D-TSK	TASK TITLE	88.89	1.67	87.22	.01	.70
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY	77.78	6.67	71.11	.49	.44
H 63	PROCESS STOCK LIST CHANGE CARDS	77.78	15.00	62.78	.68	.59
J 10	COMPARE SHIPPING DOCUMENTS WITH REQUISITIONS TO INSURE ACCURACY AND COMPLETENESS	77.78	21.67	56.11	.69	.23
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED	88.89	33.33	55.56	.68	.36
I 29	EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE	66.67	11.67	55.00	.54	.48
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS	66.67	11.67	55.00	.57	.51
J 27	INSURE PROPER BALANCE OF VEHICLE LOAD	66.67	15.00	51.67	.39	.14
H 69	REQUEST INSPECTION ASSISTANCE TO IDENTIFY UNIDENTIFIED OR MIXED MATERIAL	55.56	5.00	50.56	.39	.03
H 50	POST POST-INVENTORY CREDIT OR DEBIT ACTIONS	66.67	16.67	50.00	.60	.38
I 53	NOTIFY EXPEDITERS OF PRIORITY ISSUES READY FOR PICK-UP	77.78	28.33	49.44	.64	.31
G 22	IDENTIFY DELINQUENT DOCUMENTS	77.78	28.33	49.44	.65	.22
I 12	CONTACT ORGANIZATIONS TO PICK UP PROPERTY	55.56	6.67	48.89	.40	.36
J 9	CLOSE SEAL, OR BAND CONTAINERS FOR SHIPMENT	66.67	18.33	48.33	.37	.17
H 80	VERIFY PHYSICAL COUNTS WHICH DIFFER FROM STOCK RECORD BALANCES	55.56	8.33	47.22	.32	.08
J 26	INSPECT HANDLING, STORING, OR LOADING OF PROPERTY RELEASED FOR SHIPMENT	55.56	8.33	47.22	.51	.08
J 32	MAINTAIN DAILY RECORD OF WORK ACCOMPLISHED	77.78	31.67	46.11	.75	.36
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	77.78	31.67	46.11	.60	.30
I 27	EXAMINE CONTAINERS TO SEE THAT THEY ARE PROPERLY CLOSED, Banded, OR SEALED	77.78	31.67	46.11	.74	.34
J 44	PULL MATERIAL FOR SHIPMENT	88.89	43.33	45.56	.78	.52
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	44.44	.00	44.44	.46	.00
I 36	ISSUE BACK ORDER ON AF-20 TO CORRECT ACTIVITY AND STATION	77.78	33.33	44.44	.55	.32
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS	77.78	33.33	44.44	.77	.40
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY	55.56	11.67	43.89	.41	.06
G 47	PROCESS STOCK CHANGEL VOUCHERS	55.56	11.67	43.89	.44	.07
H 4	ASSIST ITEM MANAGER IN RESOLVING DISCREPANCIES	44.44	1.67	42.78	.35	.03
I 59	PREPARE PRODUCTION REPORTS	66.67	25.00	41.67	.52	.26
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	55.56	16.67	38.89	.43	.44
E 24	NOTIFY EXPEDITERS FOR PICKUP OF NORMS, ENORMS, OR GNORMS RECEIPTS	55.56	16.67	38.89	.41	.31
H 28	INSURE ALL PREFREEZE DATED DOCUMENTS ARE EXPEDITED THROUGH WAREHOUSE PRIOR TO INVENTORY COUNT DATE	55.56	18.33	37.22	.35	.14
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	55.56	18.33	37.22	.35	.14

6

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 30 AND LAST 40 TASKS BE REPORTED.

L 22	OPERATE MECHANIZED PALLET SYSTEM	.00	10.00	-10.00	.00	.39	--39
L 43	SCHEDULE MAINTENANCE OF FACILITIES	.00	10.00	-10.00	.00	.24	--24
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	11.11	21.67	-10.56	.04	.26	--22
E 33	PREPARE PROPERTY FOR IN-CHECKING	11.11	21.67	-10.56	.02	.30	--28
H 2	ARRANGE FOR MAKING INVENTORIES OF STORED PROPERTY	22.22	33.33	-11.11	.09	.42	--33
F 9	COMPLETE OVERAGE OR SHORTAGE REPORTS	.00	11.67	-11.67	.00	.13	--13
F 16	COORDINATE WITH CONTRACTORS OR VENDORS	.00	11.67	-11.67	.00	.10	--10
F 58	PREPARE DOCUMENTS TO TRANSFER PROPERTY	.00	11.67	-11.67	.00	.10	--10
H 22	ESTABLISH CYCLE INVENTORY SCHEDULES	.00	11.67	-11.67	.00	.08	--08
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION	44.44	56.67	-12.22	.22	.90	--68
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION	33.33	46.67	-13.33	.25	.97	--71
E 32	PREPARE INCOMPLETE PROPERTY NOTICES	.00	13.33	-13.33	.00	.14	--14
H 65	PROVIDE AND CONTROL INVENTORY HOLD AREA	.00	13.33	-13.33	.00	.16	--16
I 81	STOCK SHELVES OR RACKS IN SALES STORE	.00	13.33	-13.33	.00	.36	--36
I 70	REPLENISH BIN LOCATIONS	11.11	25.00	-13.89	.09	.44	--35
H 23	ESTABLISH PRE-INVENTORY SCHEDULES	.00	15.00	-15.00	.00	.09	--09
I 14	CONTROL BENCH STOCK MATERIALS AND SUPPLIES	.00	15.00	-15.00	.00	.15	--15
L 34	PERFORM MINOR REPAIRS ON VEHICLES OR EQUIPMENT	.00	15.00	-15.00	.00	.08	--08
L 42	REPAIR PALLETS OR SKID PLATFORMS	.00	15.00	-15.00	.00	.35	--35
E 6	ASSIGN DOCUMENT NUMBERS OR VOUCHER NUMBERS TO RECEIVING DOCUMENTS AND REPORTS	11.11	26.67	-15.56	.10	.30	--20
G 55	REMOVE PACKING AND CUSHIONING MATERIEL	11.11	26.67	-15.56	.10	.22	--13
L 35	PERFORM OPERATOR MAINTENANCE ON ASSIGNED VEHICLES	11.11	26.67	-15.56	.11	.39	--28
G 8	CLEAN OR REMOVE PRESERVATIVES	.00	16.67	-16.67	.00	.16	--16
G 21	GROUP PROPERTY ITEMS FOR PACKAGING	.00	16.67	-16.67	.00	.15	--15
G 7U	USE PROPER METHODS TO CLEAN AND DRY PROPERTY ITEMS FOR STORAGE	.00	16.67	-16.67	.00	.17	--17
E 9	COMPLETE INCHECKER'S TALLY SHEET	11.11	28.33	-17.22	.10	.48	--39
L 4	CLEAN TOOLS OR EQUIPMENT	22.22	40.00	-17.78	.13	.73	--60
G 38	PLACE PROPERTY IN OPEN STORAGE	22.22	41.67	-19.44	.27	.57	--30
L 7	DRIVE CAR OR PICK-UP TRUCK	22.22	41.67	-19.44	.24	.47	--23
I 16	DELIVER PROPERTY TO PROPERTY CUSTODIAN	.00	21.67	-21.67	.00	.29	--29
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	33.33	55.00	-21.67	.43	1.05	--62
G 14	CONTROL JATED ITEMS	11.11	33.33	-22.22	.06	.46	--40
G 24	IDENTIFY ITEMS REQUIRING REFRIGERATION OR OTHER SPECIAL STORAGE	22.22	45.00	-22.78	.03	.61	--58
H 37	INVENTORY SALES STORE STOCKS	.00	26.67	-26.67	.00	.34	--34
L 8	DRIVE 1 1/2 TON OR 2 1/2 TON TRUCK	11.11	38.33	-27.22	.11	.39	--27
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	22.22	51.67	-29.44	.16	.90	--74
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	.00	30.00	-30.00	.00	.54	--54
L 16	OPERATE ELECTRIC FORK-LIFTS	11.11	41.67	-30.56	.02	.86	--83
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	.00	35.00	-35.00	.00	.45	--45
L 18	OPERATE HANDCARTS	22.22	63.33	-41.11	.28	1.62	--135

SPC015 MEMBERS = 11 6951 ALC
 SPC016 MEMBERS = 37 6951 BASE

TASK TITLE		81.82	18.92	62.90	.61	.07	.53
D-7SK	SUPERVISE CONTROL SECTION IN SUPPORT OF TENENT ORGANIZATIONS						
B 53	ESTABLISH ORGANIZATIONAL STRUCTURE	100.00	37.84	62.16	.61	.31	.30
A 7	ESTIMATE COST OF CARE AND HANDLING OF EXCESS PROPERTY	72.73	13.51	59.21	.28	.07	.21
A 9	COMPUTE STOCK CONTROL LEVELS	72.73	16.22	56.51	.45	.10	.35
B 5	EVALUATE STOCK LEVELS PROCEDURES	90.91	35.14	55.77	.54	.19	.35
C 12	ADVISE CARRIER OF DISCREPANCY	81.82	27.03	54.79	.39	.09	.30
E 2	PLAN BUILDING MAINTENANCE REQUIREMENTS	90.91	40.54	50.37	.47	.05	.10
A 18	SURVEY FOR COMPUTATION OF WAGES	63.64	13.51	50.12	.14	.05	.09
A 39	PROCESS SERIALIZED CONTROL AND REPORTING SYSTEMS (SCARS)	63.64	13.51	50.12	.18	.02	.16
E 41	PROPERTY						
F 31	IDENTIFY COMPONENTS TO ASSEMBLIES	63.64	13.51	50.12	.19	.02	.17
B 25	MONITOR MISSION IS DISTRIBUTION IDENTIFICATION PROGRAM (MIDI)	54.55	5.41	49.14	.17	.01	.15
B 31	MONITOR UPWARD MOBILITY PROGRAM	72.73	24.32	48.40	.42	.14	.28
F 36	INITIATE PROPERTY ADJUSTMENT ACTIONS	63.64	16.22	47.42	.22	.03	.19
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	81.82	35.14	46.68	.47	.15	.32
E 27	OPERATE CONTROL PANEL TO ROUTE MATERIAL	54.55	8.11	46.44	.25	.03	.22
C 21	PREPARE REQUESTS FOR INSPECTIONS	72.73	27.03	45.70	.33	.12	.20
F 5	ASSIST BASE ORGANIZATIONS WITH INSPECTIONS	72.73	27.03	45.70	.25	.13	.12
B 47	PREPARE REQUESTS FOR PERSONNEL OR ORGANIZATIONAL CHANGES	90.91	45.95	44.96	.53	.38	.15
B 26	MONITOR MOBILITY AND NMR DEPLOYMENTS	63.64	18.92	44.72	.23	.07	.16
F 47	INSURE GAS CYLINDERS ARE PURGED	63.64	18.92	44.72	.23	.04	.19
B 10	EXECUTE OR INITIATE BOND APPLICATIONS OR COMBINED FEDERAL CAMPAIGN CONTRIBUTIONS	81.82	37.84	43.98	.50	.24	.26
E 25	NOTIFY ORGANIZATIONS ON DIRECTED SHIPMENTS	81.82	37.84	43.98	.40	.18	.22
A 17	NEGOTIATE EQUIPMENT AGREEMENTS WITH SUPPLIERS	54.55	10.81	43.73	.13	.05	.07
B 6	CONDUCT COST SURVEYS	54.55	10.81	43.73	.22	.06	.15
F 43	INSPECT SERIALIZED CONTROL AND REPORTING SYSTEM PROPERTY (SCARS)	54.55	10.81	43.73	.16	.03	.13
B 61	VERIFY AUDIT TRAIL OF ACCOUNTABLE TRANSACTIONS	72.73	29.73	43.00	.35	.16	.19
F 30	ESTABLISH FREQUENCY OF INSPECTION FOR ITEMS	72.73	29.73	43.00	.19	.09	.10
F 40	INSPECT HISTORICAL OR CONFIGURATION CONTROL RECORDS FOR PROPERTY IN STORAGE	63.64	21.62	42.01	.18	.12	.06
E 1	ACCEPT OR REJECT PROPERTY	81.82	40.54	41.28	.40	.15	.25
F 45	INSURE AGE FUEL CELLS ARE PURGED	54.55	13.51	41.03	.14	.10	.04
G 12	CONTACT ITEM MANAGER ON CLASSIFIED ITEMS	54.55	13.51	41.03	.23	.03	.20
A 36	SCHEDULE DUTY HOURS OF SUBORDINATES	100.00	59.46	40.54	.62	.46	.16
B 24	MONITOR LABOR-MANAGEMENT RELATION PROGRAM	72.73	32.43	40.29	.41	.16	.25
B 59	SUPERVISE SHIPPING OR TRANSFERS	72.73	32.43	40.29	.38	.22	.17
E 16	FILE, UPDATE, CORRECT, OR INPUT RECEIPT DUE-IN CARDS	72.73	32.43	40.29	.36	.15	.21

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 35 AND LAST 35 TASKS BE REPORTED.

M 9	MAINTAIN CREDIT CARDS (AF 1252)	.00	16.22	-16.22	.00	.05	-.05
M 13	MAINTAIN DUE-IN OR STATUS FILES FOR OUTSTANDING REQUISITIONS	.00	16.22	-16.22	.00	.06	-.06
M 18	MAINTAIN GOVERNMENT SUPPLY AGENCY REGULATIONS OR DIRECTIVES	.00	16.22	-16.22	.00	.09	-.09
M 20	MAINTAIN LISTINGS OF IEX OR NPPC CODES	.00	16.22	-16.22	.00	.03	-.03
M 31	MAINTAIN WAREHOUSE FILE FOR CLASSIFIED OR EASILY STOLEN ITEMS	.00	16.22	-16.22	.00	.05	-.05
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	45.45	62.16	-16.71	.23	.56	-.32
J 2	ARRANGE FOR INSPECTION AND RELEASE OF SHIPMENT	18.18	35.14	-16.95	.04	.21	-.17
D 1	ASSIGN OJT TRAINERS	36.36	54.05	-17.69	.12	.41	-.28
H 19	CORRECT INVENTORY DISCREPANCIES	9.09	27.03	-17.94	.00	.25	-.25
I 65	REARRANGE BINS FOR MAXIMUM UTILIZATION OF SPACE AND PERSONNEL	9.09	27.03	-17.94	.00	.12	-.12
J 86	VERIFY ACCURACY AND COMPLETION OF ISSUE DOCUMENTS	9.09	27.03	-17.94	.00	.11	-.11
L 18	OPERATE HANDCARTS	9.09	27.03	-17.94	.00	.11	-.11
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	9.09	27.03	-17.94	.00	.12	-.10
L 9	DRIVE SEMI-TRAILERS	.00	18.92	-18.92	.00	.07	-.07
L 43	SCHEDULE MAINTENANCE OF FACILITIES	.00	18.92	-18.92	.00	.09	-.09
M 17	MAINTAIN FILES ON SCHEME PROPERTY	.00	18.92	-18.92	.00	.08	-.08
M 21	MAINTAIN LOCAL PURCHASE FILE	.00	18.92	-18.92	.00	.09	-.09
M 25	MAINTAIN PURCHASE ORDER FILE	.00	18.92	-18.92	.00	.08	-.08
M 67	TYPE CORRESPONDENCE OR REPORTS	.00	18.92	-18.92	.00	.06	-.06
M 1	ADVISE WAREHOUSE PERSONNEL OF MATERIAL TO BE TURNED IN TO BASE SUPPLY	18.18	37.84	-19.66	.04	.20	-.16
M 10	CONDUCT REQUESTS	9.09	29.73	-20.64	.02	.10	-.08
M 20	COUNT PROPERTY	9.09	29.73	-20.64	.02	.13	-.10
M 24	FIND SOURCES OF DISCREPANCIES IN STOCK RECORD BALANCES	9.09	29.73	-20.64	.00	.11	-.11
M 60	PREPARE WAREHOUSE FOR INVENTORY	9.09	29.73	-20.64	.00	.14	-.14
H 74	REVIEW MACHINE-RUN INVENTORY ADJUSTMENT DOCUMENTS	9.09	29.73	-20.64	.02	.11	-.09
I 33	INSPECT TOOLS AND EQUIPMENT FOR CLEANLINESS AND CONDITION BEFORE ACCEPTANCE	9.09	29.73	-20.64	.02	.11	-.09
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	9.09	29.73	-20.64	.02	.14	-.12
L 38	PREPARE REQUESTS FOR VERMIN OR RODENT EXTERMINATION	.00	21.62	-21.62	.00	.11	-.11
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	18.18	40.54	-22.36	.05	.32	-.27
M 48	PREPARE WORK ORDERS FOR BUILDING MAINTENANCE	18.18	40.54	-22.36	.19	.21	-.02
M 60	RESEARCH STOCK NUMBER USER'S DICTIONARY (SNUD)	18.18	40.54	-22.36	.18	.27	-.09
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY	9.09	35.14	-26.04	.02	.14	-.12
M 58	RESEARCH PARTS LIST	.00	27.03	-27.03	.00	.09	-.09
L 7	DRIVE CAR OR PICK-UP TRUCK	18.18	45.95	-27.76	.06	.19	-.13
M 3	MAINTAIN AIR FORCE REGULATIONS OR DIRECTIVES	.00	43.24	-43.24	.00	.27	-.27

SPC013 MEMBERS = 1184 6907 ALC
SPC014 MEMBERS = 1328 6907 BASE

D-TASK	TASK TITLE	49-07	2-33	46-74	67	01	66
I 89	VERIFY ZCR CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY	49-07	2-33	46-74	67	01	66
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS	50-93	10-62	40-31	58	09	49
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	59-29	21-76	37-53	82	32	50
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	63-94	28-61	35-32	85	38	47
G 1	ANNUNCIATE AND FORWARD WAREHOUSE LOCATOR CARD, AF FORM 225	42-15	10-77	31-38	43	14	29
G 13	CONTACT WORKS CONTROL CENTER FOR PICK UP OF NORS POTENTIAL DENIAL DOCUMENTS	40-46	10-77	29-69	31	10	22
H 63	PROCESS STOCK LIST CHANGE CARDS	34-21	4-82	29-39	38	03	35
E 27	OPERATE CONTROL PANEL TO ROUTE MATERIAL	39-61	10-47	29-14	49	11	38
E 40	PROCESS REPAIRABLE RECEIPTS	44-00	15-29	28-72	49	14	35
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES	60-81	32-83	27-98	75	40	35
E 39	PROCESS AND RELEASE NORS/ANORS RECEIPTS	44-93	17-24	27-69	37	21	16
E 43	RETURN PROPERTY FOR REROUTING OR DIVERSION	46-03	18-52	27-51	35	15	20
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS	58-70	31-78	26-92	71	41	30
E 24	NOTIFY EXPEDITORS FOR PICKUP OF NORS, ENORS, OR GNORS RECEIPTS	55-15	28-31	26-84	52	35	17
F 75	TAG OR RETAG MATERIAL IN STOCK	44-00	18-67	25-33	40	23	17
F 61	PREPARE LABELS OR TAGS FOR PROPERTY	45-78	20-63	25-14	47	21	17
H 50	POST POST-INVENTORY CREDIT OR DEBIT ACTIONS	30-15	5-27	24-88	23	04	18
F 35	IDENTIFY, SEGREGATE, OR FORWARD MISROUTED MATERIAL FOR RESHIPMENT	38-09	13-40	24-69	30	09	21
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED	43-92	19-88	24-04	44	23	21
F 74	TAG OR RETAG EXCESS PROPERTY	37-25	13-25	23-99	27	11	16
J 9	CLOSE, SEAL, OR BAND CONTAINERS FOR SHIPMENT	43-07	19-28	23-80	43	20	23
I 36	ISSUE BACK ORDER ON AF-20 TO CORRECT ACTIVITY AND STATION	25-34	1-81	23-53	21	01	20
F 64	PREPARE REQUESTS FOR CLEANING, PRESERVATION, OR PACKING OF MATERIAL	28-72	5-27	23-45	17	03	14
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS	56-93	33-58	23-34	62	35	26
H 49	PLACE COUNT CARDS IN BINS	45-02	21-99	23-03	42	30	13
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING HAYS FOR MATERIAL	60-05	37-12	22-93	71	49	23
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	46-03	23-34	22-69	56	29	27
F 55	PREPARE IDENTITY OR CONDITION CHANGE DOCUMENTS, SUCH AS DD1487	25-42	3-24	22-18	14	02	12
E 37	PREPARE UNSERVICEABLE PROPERTY FOR SHIPMENT	43-41	21-61	21-80	39	20	18
I 11	COMPLETE ROUTING SLIP TO RE-ROUTE MATERIAL	30-74	9-11	21-63	24	06	17
G 20	FORWARD DESIGNATED PROPERTY ITEMS FOR DISPOSAL	45-35	24-17	21-18	38	24	14
F 2	AID ITEM MANAGER OR INVENTORY PERSONNEL IN LOCATING MATERIAL	39-78	18-67	21-11	28	18	10

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 32 AND LAST 39 TASKS BE REPORTED.

E 9	COMPLETE INCHECKER'S TALLY SHEET	26.77	33.28	.24	.53	-.30
B 7	CONDUCT SECURITY OR SAFETY MEETINGS	11.23	17.77	-6.54	.09	-.06
B 37	PREPARE AND MAINTAIN CIVILIAN EMPLOYEE RECORDS, E.G., AF-971	8.87	15.44	-6.57	.07	-.08
L 16	OPERATE ELECTRIC FORK-LIFTS	29.65	36.37	-6.73	.30	-.37
C 10	EVALUATE SAFETY PRACTICES	12.25	18.98	-6.73	.09	-.09
C 1	EVALUATE AND ANALYZE WORKLOADS	12.25	19.05	-6.80	.08	-.10
B 59	SUPERVISE SHIPPING OR TRANSFERS	7.94	14.76	-6.82	.04	-.09
A 20	PLAN FOR DISPOSITION OF EQUIPMENT OR PROPERTY	11.40	18.30	-6.90	.07	-.12
B 13	INTERVIEW OR HIRE PERSONNEL	6.59	13.63	-7.04	.03	-.07
A 36	SCHEDULE DUTY HOURS OF SUBORDINATES	7.77	14.83	-7.06	.05	-.07
B 2	BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE	10.39	17.55	-7.16	.08	-.07
L 8	DRIVE 1 1/2 TON OR 2 1/2 TON TRUCK	24.83	32.00	-7.17	.17	-.23
B 51	SCHEDULE LEAVES OR PASSES	11.06	18.30	-7.23	.08	-.07
C 11	EVALUATE SECURITY PRACTICES	10.90	18.22	-7.33	.08	-.07
M 25	MAINTAIN PURCHASE ORDER FILE	2.79	10.39	-7.60	.01	-.15
B 36	PREPARE AIRMEN PERFORMANCE REPORTS (AF FORMS 909, 910, 911)	3.13	10.92	-7.79	.01	-.15
B 11	INSURE EMPLOYEES ARE FAMILIAR WITH CURRENT T.O'S AND DIRECTIVES	9.80	17.70	-7.90	.08	-.06
A 26	PLAN SUPERVISORY SELF-INSPECTION PROGRAM	9.88	18.07	-8.19	.07	-.10
B 33	ORIENT NEWLY-ASSIGNED PERSONNEL	14.95	23.19	-8.24	.11	-.09
C 7	EVALUATE PROPERTY HANDLING PROCEDURES	10.98	19.28	-8.30	.07	-.11
B 12	INTERPRET POLICIES OR DIRECTIVES	8.70	17.02	-8.32	.06	-.09
C 6	EVALUATE PILFERAGE AND DAMAGE PRECAUTIONS	10.64	19.80	-9.16	.06	-.11
A 4	ESTABLISH LOCAL RECORDS AND REPORTING PROCEDURES	15.79	25.23	-9.43	.14	-.12
L 3	CLEAN OR PAINT FACILITIES	36.66	46.23	-9.58	.34	-.25
H 55	SUPERVISE INVENTORIES	7.60	17.39	-9.79	.03	-.14
A 38	SCHEDULE INVENTORIES	6.08	16.27	-10.18	.04	-.12
B 1	ASSIGN INDIVIDUALS TO DUTY POSITIONS	13.60	23.87	-10.27	.13	-.13
A 25	PLAN OR IMPLEMENT SAFETY PROGRAM	13.26	23.87	-10.61	.11	-.14
B 9	ESTABLISH WORK PRIORITIES	13.60	25.08	-11.48	.11	-.15
A 23	PLAN LAYOUT OF FACILITIES	11.15	24.92	-13.78	.07	-.21
B 52	SUPERVISE CHECKING OR PROCESSING OF PROPERTY	11.23	26.13	-14.90	.10	-.22
A 24	PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES	12.33	27.79	-15.46	.19	-.14
H 56	SUPERVISE LOADING OR UNLOADING OF PROPERTY	13.18	29.37	-16.19	.11	-.26
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE	20.19	36.45	-16.26	.22	-.27
A 3	ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT	20.10	36.90	-16.80	.21	-.33
B 18	MANAGE WAREHOUSE	12.50	29.59	-17.09	.13	-.35
L 18	OPERATE HANDCARTS	33.61	52.48	-18.87	.32	-.26
H 60	SUPERVISE WAREHOUSE OR STORAGE FACILITIES	9.54	28.69	-19.15	.08	-.33
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	21.62	44.73	-23.11	.26	-.49

SPC011	MEMBERS	=	89	6904	ALC
SPC012	MEMBERS	=	110	6904	BASE

53

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 35 AND LAST 43 TASKS BE REPORTED.

N 3	MAINTAIN AIR FORCE REGULATIONS OR DIRECTIVES	6.74	14.55	-7.80	.09	-.08
I 3	ASSEMBLE OR ISSUE TOOL KITS	32.58	40.91	-8.32	.73	-.35
M 52	RESEARCH COMMERCIAL CATALOGS	7.87	16.36	-8.50	.04	-.15
I 33	INSPECT TOOLS AND EQUIPMENT FOR CLEANLINESS AND CONDITION BEFORE ACCEPTANCE	35.96	44.55	-8.59	.58	-.13
A 38	SCHEDULE INVENTORIES	21.35	30.00	-8.65	.28	-.10
H 16	MANAGE TOOL CAB	30.34	39.09	-8.75	.60	-.14
H 34	INVENTORY FURNITURE AND ACCESSORIES	11.24	20.00	-8.76	.06	-.07
A 21	PLAN FOR DISPOSITION OF SCRAP, SALVAGE, OR WASTE	34.83	43.64	-8.80	.49	-.21
I 54	OBTAIN AUTHORIZED SIGNATURES OF PROPERTY CUSTODIANS	34.83	43.64	-8.80	.41	-.15
H 48	PREPARE TOOL OR SUPPLY REQUISITIONS	39.33	48.18	-8.86	.53	-.09
F R2	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT	24.72	33.64	-8.92	.21	-.05
I 25	ESTABLISH OR MAINTAIN STOCK CONTROL LEVELS	32.58	41.82	-9.23	.37	-.09
H 55	SUPERVISE INVENTORIES	17.98	27.27	-9.30	.16	-.26
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	60.67	70.00	-9.33	1.02	-.25
R 54	SUPERVISE LOADING OR UNLOADING OF PROPERTY	16.85	26.36	-9.51	.09	-.21
G 63	STENCIL LETTERS AND NUMBERS ON BINS	37.08	47.27	-10.19	.33	-.08
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION	12.36	22.73	-10.37	.13	-.25
I 55	OBTAIN SUBSTITUTE PARTS TO REPLACE ITEMS	25.84	36.36	-10.52	.29	-.06
H 31	INVENTORY EQUIPMENT OR HAND TOOLS	43.82	54.55	-10.73	.93	-.42
I 12	CONTACT ORGANIZATIONS TO PICK UP PROPERTY	37.08	48.18	-11.10	.37	-.22
I 48	MAINTAIN MASTER NAME FILES	12.36	23.64	-11.28	.06	-.24
J 15	DELIVER ACCESS TO BASE SUPPLY	12.36	23.64	-11.28	.04	-.32
M 66	RESEARCH TRANSACTION REGISTERS	11.24	22.73	-11.49	.06	-.12
L 3	CLEAN OR PAINT FACILITIES	41.57	53.64	-12.06	1.05	-.46
C 15	INSPECT HAND TOOLS OR OPERATING SUPPLIES	34.83	47.27	-12.44	.60	-.22
I 47	MAINTAIN MASTER CUSTODY RECEIPT FILES	15.73	28.18	-12.45	.10	-.24
A 20	COUNT PROPERTY	52.81	65.45	-12.65	.75	-.26
A 16	MAINTAIN STATUS HOARDS, CHARTS, OR GRAPHS	19.10	31.82	-12.72	.16	-.27
M 63	RESEARCH TABLES OF ALLOWANCES	8.99	21.82	-12.83	.06	-.11
L 4	CLEAN TOOLS OR EQUIPMENT	32.58	45.45	-12.87	.45	-.04
H 7	CONDUCT CYCLE INVENTORIES	31.46	44.55	-13.08	.23	-.54
A 20	PLAN FOR DISPOSITION OF EQUIPMENT OR PROPERTY	29.21	42.73	-13.51	.23	-.20
L 2	CLEAN IMMEDIATE WORK AREA	60.67	74.55	-13.87	1.12	-.13
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE	41.57	55.45	-13.88	.53	-.18
I 22	DOCUMENT ISSUE OR TURN-IN OF TOOLS AND TOOL-KITS	31.46	46.36	-14.90	.32	-.75
I 64	RECEIVE OR ISSUE SPECIAL TOOLS	31.46	46.36	-14.90	.28	-.25
G 31	MAKE PRICE CHANGES ON PROPERTY	7.87	23.64	-15.77	.01	-.20
I 40	SIGN FOR PROPERTY	48.31	64.55	-16.23	.54	-.44
L 14	OPERATE HANDCARTS	21.35	38.18	-16.83	.16	-.35
I 17	DETERMINE SERVICEABILITY OF ITEMS	32.58	50.00	-17.42	.32	-.40
L 4	DRIVE 1 1/2 TON OR 2 1/2 TON TRUCK	11.24	29.09	-17.85	.10	-.23
L 7	DRIVE CAR OR PICK-UP TRUCK	16.85	35.45	-18.60	.18	-.28
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	44.94	64.55	-19.60	.53	-.78

DIFFERENCE BETWEEN SPC009 AND SPC010

GOIF01 PAGE 1

SPC009 MEMBERS = 16 6900 ALC
SPC010 MEMBERS = 41 6900 BASE

AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC009 MINUS SPC010.....									
SPC010 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS.....									
PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC009 MINUS SPC010.....									
SPC010 PERCENT MEMBERS PERFORMING.....									
SPC009 PERCENT MEMBERS PERFORMING.....									
TASK TITLE									
D-TASK									
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	81.25	24.39	56.86	1.26	.28	.99		
G 1	ANNOTATE AND FORWARD WAREHOUSE LOCATOR CARD, AF FORM 225	56.25	4.88	51.37	.33	.01	.32		
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY	56.25	4.88	51.37	.64	.05	.59		
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES	75.00	26.83	48.17	.71	.21	.50		
H 53	PREPARE IDENTITY CHANGES	50.00	2.44	47.56	.28	.04	.24		
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS	56.25	9.76	46.49	.38	.13	.24		
F 70	RESEARCH DEBIT COMPUTER EXCEPTIONS	43.75	.00	43.75	.23	.00	.23		
H 11	CONDUCT SCHEDULED SAMPLES INVENTORIES	43.75	.00	43.75	.27	.00	.27		
H 63	PROCESS STOCK LIST CHANGE CARDS	43.75	.00	43.75	.31	.00	.31		
F 35	IDENTIFY, SEGREGATE, OR FORWARD MISROUTED MATERIAL FOR RESHIPMENT	62.50	19.51	42.99	.46	.12	.34		
F 3	ANNOTATE MATERIAL INSPECTION AND RECEIVING REPORT DD FORM 250	50.00	7.32	42.68	.33	.05	.28		
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS	50.00	7.32	42.68	.38	.03	.34		
H 9	CONDUCT PHASE I OR PHASE II INVENTORIES	50.00	7.32	42.68	.46	.20	.26		
E 39	PROCESS AND RELEASE NORS/ANORS RECEIPTS	56.25	14.63	41.62	.27	.14	.14		
F 71	RESEARCH NO MASTER RECORD (NMR) EXCEPTIONS	43.75	2.44	41.31	.25	.01	.23		
H 69	REQUEST INSPECTION ASSISTANCE TO IDENTIFY UNIDENTIFIED OR MIXED MATERIAL	43.75	2.44	41.31	.14	.00	.14		
F 2	AID ITEM MANAGER OR INVENTORY PERSONNEL IN LOCATING MATERIAL	75.00	34.15	40.85	.51	.26	.25		
E 24	NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNORS RECEIPTS	68.75	29.27	39.48	.50	.34	.16		
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	68.75	29.27	39.48	.66	.43	.23		
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL	68.75	29.27	39.48	.03	.48	.15		
F 52	PERFORM SURVEILLANCE OF AGE CONTROL ITEMS	56.25	17.07	39.18	.36	.13	.23		
G 12	CONTACT ITEM MANAGER ON CLASSIFIED ITEMS	43.75	4.88	38.87	.17	.03	.14		
G 41	POST IN AND OUT MOVEMENTS OF HI VALUE, CAT I AND II MATERIAL	43.75	4.88	38.87	.22	.02	.20		
G 47	PROCESS STOCK CHANGE VOUCHERS	43.75	4.88	38.87	.16	.02	.14		
H 62	PROCESS NO MASTER RECORD (NMR) ITEMS	37.50	.00	37.50	.14	.00	.14		
I 73	RESEARCH MASTER CARD FILE OR TO FOR LOCATION OF ITEMS	37.50	.00	37.50	.16	.00	.16		
F 75	TAG OR RETAG MATERIAL IN STOCK	56.25	19.51	36.74	.51	.17	.34		
H 13	CONDUCT SPECIAL INVENTORIES	50.00	14.63	35.37	.45	.21	.24		
F 33	IDENTIFY PROPERTY REQUIRING TO COMPLIANCE OR TO MODIFICATION	37.50	2.44	35.06	.12	.01	.11		
F 59	PREPARE INPUT FORMAT FOR CONDITION OR IDENTIFICATION CHANGES	37.50	2.44	35.06	.17	.03	.14		
G 13	CONTACT NORS CONTROL CENTER FOR PICK UP OF NORS POTENTIAL DENIAL DOCUMENTS	37.50	2.44	35.06	.13	.02	.12		

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 31 AND LAST 41 TASKS BE REPORTED.

B 54	SUPERVISE INSPECTION FUNCTION	6.25	14.63	-8.38	.02	.11	-.09
C 8	EVALUATE REPORTS, SUCH AS INSPECTION, SURVEY, OR AUDITING	6.25	14.63	-8.38	.02	.13	-.11
J 14	CUSHION MATERIAL FOR TRANSPORTING	6.25	14.63	-8.38	.04	.07	-.02
B 2	BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE	12.50	21.95	-9.45	.02	.17	-.15
I 35	INSURE CUTTING EDGES ARE PROTECTED FROM DAMAGE	.00	9.76	-9.76	.00	.08	-.08
I 56	OIL ITEMS TO PREVENT RUST	.00	9.76	-9.76	.00	.05	-.05
L 30	OPERATE TWO-WAY RADIO	.00	9.76	-9.76	.00	.13	-.13
M 21	MAINTAIN LOCAL PURCHASE FILE	.00	9.76	-9.76	.00	.04	-.04
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT	37.50	48.78	-11.28	.14	.57	-.43
F 9	COMPLETE OVERAGE OR SHORTAGE REPORTS	37.50	48.78	-11.28	.11	.57	-.46
A 5	ESTABLISH LOCAL REFUND, EXCHANGE, OR ADJUSTMENT POLICIES	12.50	24.39	-11.89	.04	.20	-.16
A 18	PLAN BUILDING MAINTENANCE REQUIREMENTS	12.50	24.39	-11.89	.05	.14	-.08
B 7	CONDUCT SECURITY OR SAFETY MEETINGS	12.50	24.39	-11.89	.01	.17	-.16
C 11	EVALUATE SECURITY PRACTICES	12.50	24.39	-11.89	.04	.19	-.15
L 45	WASH AND WAX TRUCKS OR VEHICLES	12.50	24.39	-11.89	.04	.11	-.08
L 6	CLEAN UNDERCARRIAGES OF VEHICLES	.00	12.20	-12.20	.00	.09	-.09
L 44	STEAM CLEAN ENGINES	.00	12.20	-12.20	.00	.08	-.08
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	31.25	43.90	-12.65	.22	.85	-.62
F 16	COORDINATE WITH CONTRACTORS OR VENDORS	18.75	31.71	-12.96	.02	.26	-.24
J 26	INSPECT HANDLING, STORING, OR LOADING OF PROPERTY	6.25	19.51	-13.26	.00	.30	-.30
E 9	COMPLETE INCHES'S TALLY SHEET	37.50	51.22	-13.72	.26	.78	-.51
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	25.00	39.02	-14.02	.09	.41	-.32
L 16	OPERATE ELECTRIC FORK-LIFTS	25.00	39.02	-14.02	.07	.34	-.27
J 1	ARRANGE FOR ADDITIONAL VEHICLE SUPPORT	12.50	26.83	-14.33	.04	.15	-.11
J 8	CHECK OUT VEHICLES FROM TRANSPORTATION ACTIVITIES	12.50	26.83	-14.33	.10	.21	-.11
L 18	OPERATE HANDCARTS	56.25	70.73	-14.48	.72	1.21	-.49
J 40	PICK UP SHIPMENTS, TURN-INS, OR DIFM'S	.00	14.63	-14.63	.00	.07	-.07
L 38	PREPARE REQUESTS FOR VERMIN OR RODENT EXTERMINATION	.00	14.63	-14.63	.00	.11	-.11
L 9	DRIVE SEMI-TRAILERS	6.25	21.95	-15.70	.00	.10	-.10
L 14	MAINTAIN VEHICLE INSPECTION OR LUBRICATION SCHEDULES	6.25	21.95	-15.70	.03	.12	-.08
F 65	PREPARE STATEMENT OF FACTS ON DAMAGED PROPERTY	12.50	29.27	-16.77	.05	.37	-.32
L 13	MAINTAIN RECORDS OF VEHICLE ACCIDENTS, ABUSE, OR DAMAGE	.00	17.07	-17.07	.00	.13	-.13
E 4	ANNOTATE SHIPPING DOCUMENTS	31.25	48.78	-17.53	.28	.57	-.29
L 7	DRIVE CAR OR PICK-UP TRUCK	31.25	48.78	-17.53	.29	.64	-.36
C 6	EVALUATE PILFERAGE AND DAMAGE PRECAUTIONS	18.75	36.59	-17.84	.09	.71	-.62
I 54	OBTAIN AUTHORIZED SIGNATURES OF PROPERTY CUSTODIANS	6.25	24.39	-18.14	.03	.27	-.24
L 3	CLEAN OR PAINT FACILITIES	37.50	56.10	-18.60	.18	.58	-.40
B 52	SUPERVISOR CHECKING OR PROCESSING OF PROPERTY	6.25	26.83	-20.58	.02	.26	-.25
L 5	CLEAN VEHICLE INTERIORS	6.25	26.83	-20.58	.12	.50	-.38
I 80	SIGN FOR PROPERTY	25.00	46.34	-21.34	.13	.63	-.50
C 7	EVALUATE PROPERTY HANDLING PROCEDURES	6.25	29.27	-23.02	.02	.27	-.25

**APPENDIX C: JOB DESCRIPTIONS FOR
BASE AFSC GROUPS**

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 93	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				SEQ
					AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....				NO
					PERCENT OF MEMBERS PERFORMING.....				
D-TSK					<0>				
					DUTY/TASK TITLE				
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				83.87	1.95	1.63	1.63	
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				78.49	1.69	1.33	2.96	
L 2	CLEAN IMMEDIATE WORK AREA				78.49	1.44	1.13	4.09	
E 1	ACCEPT OR REJECT PROPERTY				74.19	1.53	1.14	5.23	
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				70.97	1.99	1.41	6.64	5
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				70.97	1.62	1.15	7.79	
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING				68.82	1.51	1.04	8.83	
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT				68.67	1.64	1.10	9.93	
L 29	OPERATE TUGS				66.67	1.08	.72	10.64	
J 4	CHECK AND RECORD OUTBOUND SHIPMENTS				65.59	1.63	1.07	11.71	10
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION				65.59	1.55	1.01	12.73	
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				64.52	1.64	1.06	13.78	
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				64.52	1.64	1.05	14.84	
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				63.44	1.81	1.15	15.99	
E 9	COMPLETE INCHECKER'S TALLY SHEET				63.44	1.74	1.11	17.09	15
E 4	ANNOTATE SHIPPING DOCUMENTS				63.44	1.47	.93	18.02	
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT				63.44	.86	.86	18.89	
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION				62.37	1.38	1.05	19.94	
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT				61.29	1.63	1.00	20.93	
E 13	DELIVER MATERIAL TO SPECIAL HANDLING OR IEMO WAREHOUSE				61.29	1.45	.89	21.82	20
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL				61.29	1.40	.86	22.68	
L 3	CLEAN OR PAINT FACILITIES				61.29	1.06	.65	23.33	
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				60.22	1.27	.76	24.09	
E 2	ADVISE CARRIER OF DISCREPANCY				59.14	1.22	.72	24.81	
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN				56.99	1.47	.84	25.65	25
J 8	CHECK OUT VEHICLES FROM TRANSPORTATION ACTIVITIES				56.99	1.43	.82	26.47	
E 47	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				56.99	1.43	.81	27.28	
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY				56.99	1.36	.78	28.06	
E 24	NOTIFY EXPEDITORS FOR PICKUP OF NOKS, ENOKS, OR GNORS RECEIPTS				54.84	1.58	.87	28.93	
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION				53.76	1.68	.90	29.83	30
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				52.69	1.21	.64	30.47	
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS				52.69	1.05	.55	31.02	
L 7	DRIVE CAR OR PICK-UP TRUCK				52.69	.97	.51	31.53	

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 196	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK SEQ
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					NO
					AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					
					PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				<>					
L 2	CLEAN IMMEDIATE WORK AREA				77.55	2.91	2.25	2.25		2.25
G 40	PLACE PROPERTY IN WAREHOUSE RINS, RACKS, OR BAYS				72.96	2.67	1.95	4.20		
G 34	PALLETIZE ITEMS FOR STORAGE				72.96	2.45	1.79	5.99		
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				72.96	2.05	1.49	7.48		
M 38	INVENTORY WAREHOUSE STOCKS				72.45	2.40	1.74	9.22		5
E 1	ACCEPT OR REJECT PROPERTY				71.43	1.84	1.31	10.53		
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				69.90	1.95	1.36	11.90		
M 20	COUNT PROPERTY				67.35	2.09	1.41	13.30		
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				67.35	1.78	1.20	14.50		
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				65.82	1.64	1.08	15.58		10
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				64.80	2.16	1.40	16.98		
M 60	PREPARE WAREHOUSE FOR INVENTORY				64.80	2.06	1.34	18.32		
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				63.78	1.80	1.15	19.47		
L 18	OPERATE HANDCARTS				62.24	2.34	1.46	20.92		
E 2	ADVISE CARRIER OF DISCREPANCY				61.73	1.49	.92	21.84		15
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				60.20	2.01	1.21	23.05		
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION				59.69	1.86	1.11	24.16		
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				57.14	1.63	.93	25.09		
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				55.10	1.44	.79	25.88		
H 16	CONDUCT WALL TO WALL INVENTORIES				54.59	1.71	.93	26.81		20
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				53.57	1.94	1.04	27.86		
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				53.06	1.52	.81	28.66		
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				52.04	1.88	.98	29.64		
E 4	ANNOTATE SHIPPING DOCUMENTS				51.53	1.52	.78	30.43		
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				49.49	2.02	1.00	31.43		25
E 9	COMPLETE INCHECKER'S TALLY SHEET				49.49	1.71	.85	32.27		
H 10	CONDUCT RECOUNTS				48.98	1.10	.54	32.81		
I 80	SIGN FOR PROPERTY				46.94	1.62	.76	33.57		
M 19	CORRECT INVENTORY DISCREPANCIES				46.43	1.26	.59	34.16		
G 62	SET UP RINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				45.92	1.39	.64	34.79		30
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				44.39	1.69	.75	35.54		
L 3	CLEAN OR PAINT FACILITIES				43.88	1.40	.61	36.16		
L 16	OPERATE ELECTRIC FORK-LIFTS				42.86	2.15	.92	37.08		
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				42.86	1.99	.85	37.93		

6207 SUPPLY

SPC027 PAGE 1

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBSR	
	4036	713	13	468	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... TASK					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					.
DUTY/TASK TITLE					.
D-TSK	<>				.
L 2 CLEAN IMMEDIATE WORK AREA	69.02	1.67	1.15	1.15	1.15
G 40 PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	66.03	1.80	1.19	2.34	
G 65 STORE PROPERTY IN PALLET OR RULK LOCATIONS	60.47	1.38	.83	3.18	
G 34 PALLETIZE ITEMS FOR STORAGE	60.47	1.32	.80	3.97	
I 52 MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	59.62	1.52	.91	4.88	5
E 23 MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	58.97	1.74	1.03	5.91	
L 41 REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	58.97	1.41	.83	6.74	
G 39 PLACE PROPERTY IN SPECIAL STORAGE FACILITIES	58.55	1.40	.82	7.56	
E 1 ACCEPT OR REJECT PROPERTY	58.33	1.36	.79	8.35	
E 8 COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	57.69	1.68	.97	9.32	10
L 1 CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	57.26	1.20	.69	10.00	
L 18 OPERATE HANDCARTS	54.91	1.46	.80	10.81	
G 44 PREPARE OR CORRECT BIN CARDS ON LABELS	54.91	1.46	.80	11.61	
G 62 SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES	54.49	1.23	.67	12.28	
G 66 UNCRATE OR UNPACK PROPERTY	54.06	1.32	.71	12.99	15
G 35 PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION	53.63	1.18	.63	13.62	
G 7 CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING	53.21	1.29	.68	14.31	
I 7 BAYS FOR MATERIAL					
I 7 CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	52.99	1.37	.73	15.03	
I 8 CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	52.78	1.37	.72	15.75	
G 11 CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE	52.35	1.20	.63	16.38	20
L 3 CLEAN OR PAINT FACILITIES	52.14	1.11	.58	16.96	
I 9 COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	51.28	1.41	.72	17.68	
G 37 PLACE LOCATION SYMBOLS ON STORAGE FACILITIES	50.21	1.28	.64	18.33	
L 17 OPERATE GASOLINE POWERED FORK-LIFTS	50.00	1.40	.70	19.03	
G 36 PLACE ITEMS IN RAGS AND ATTACH LABELS	48.93	1.31	.64	19.67	25
G 38 PLACE PROPERTY IN OPEN STORAGE	48.50	1.22	.59	20.26	
G 6 BIND ON TAPE TOGETHER MULTIPLE QUANTITIES	47.65	1.26	.60	20.86	
H 20 COUNT PROPERTY	47.44	1.47	.70	21.56	
G 63 STENCIL LETTERS AND NUMBERS ON BINS	47.44	1.13	.53	22.09	
E 48 VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	47.22	1.56	.73	22.83	30
A 22 PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	46.15	1.37	.63	23.46	
E 28 OPEN CONTAINERS OR PACKAGES FOR INSPECTION	45.94	1.39	.64	24.10	

**APPENDIX D: DIFFERENCE DESCRIPTIONS FOR
BASE AFSC GROUPS**

DIFFERENCE BETWEEN SPC025 AND SPC026

GDIF09 PAGE 1

SPC025 MEMBERS = 93 6907 TRANSPORTATION
SPC026 MEMBERS = 196 6907 COM-SERVICES

AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC025 MINUS SPC026-----									
SPC026 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS-----									
SPC025 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS-----									
PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC025 MINUS SPC026-----									
SPC026 PERCENT MEMBERS PERFORMING-----									
SPC025 PERCENT MEMBERS PERFORMING-----									
D-TSK	TASK TITLE								
L 29	OPERATE TUGS								
E 13	DELIVER MATERIAL TO SPECIAL HANDLING OR IEMO WAREHOUSE	66.67	4.08	62.59		.72			.70
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT	61.29	4.59	56.70		.89			.85
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	66.67	16.33	50.34		1.10			.94
E 24	NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNORS	61.29	11.22	50.07		.86			.75
	RECEIPTS	54.84	6.12	48.72		.87			.81
J 4	CHECK AND RECORD OUTBOUND SHIPMENTS	45.59	17.35	48.24		1.07			.91
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT	51.61	4.08	47.53		.89			.82
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	62.37	17.86	44.51		1.05			.78
K 22	LOAD OR UNLOAD CLASSIFIED FREIGHT	49.46	5.10	44.36		.55			.48
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	64.52	20.41	44.11		1.05			.83
J 42	PROCESS LOGAIR OR PARCEL POST SHIPMENTS	46.24	3.06	43.18		.63			.62
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION	53.76	10.71	43.05		.90			.81
J 43	PROVIDE NECESSARY PROTECTION FOR ITEMS REQUIRING SPECIAL HANDLING	51.61	9.18	42.43		.75			.68
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	68.82	27.04	41.78		1.04			.74
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	83.87	42.86	41.01		1.63			.78
J 52	WEIGH PALLETIZED CARGO	46.24	5.61	40.62		.75			.72
K 19	INSPECT LABELS, TAGS, OR MARKINGS OF HAZARDOUS OR MAGNETIC MATERIAL	40.86	1.53	39.33		.49			.49
J 49	SECURE MATERIAL TO PALLETS WITH STRAPS, NETS, OR CHAINS	49.46	10.20	39.26		.95			.84
J 22	EXAMINE OUTSIDE PACKAGING AND CRATING MATERIALS TO SEE THAT THEY SATISFY CURRENT SPECIFICATIONS	46.24	7.14	39.09		.60			.54
J 8	CHECK OUT VEHICLES FROM TRANSPORTATION ACTIVITIES	56.99	18.37	38.62		.82			.65
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	56.99	19.39	37.60		.84			.60
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT	61.29	23.98	37.31		1.00			.51
J 23	IDENTIFY, MARK, AND LABEL FREIGHT SHIPMENTS	45.16	8.67	36.49		.62			.56
K 16	INSPECT CONDITION OF FREIGHT PRIOR TO MOVEMENT	45.16	8.67	36.49		.62			.56
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	56.99	21.43	35.56		.78			.58
J 47	ROUTE MATERIAL TO PROPER HOLDING BAY	45.16	10.71	34.45		.65			.54
K 21	INSPECT PACKING AND CRATING OF FREIGHT	38.71	4.59	34.12		.41			.39
L 7	DRIVE CAR OR PICK-UP TRUCK	52.69	19.90	32.79		.51			.32
K 5	CHECK PALLETS FOR PROPER STRAPPING AND NETTING	36.56	4.08	32.48		.60			.58
K 13	INSPECT HOOKING AND BRACING OF LOAD	36.56	4.08	32.48		.60			.58
E 12	COORDINATE WITH RADIOACTIVE TEAM ON RADIOACTIVE SHIPMENTS AND RECEIPTS	34.41	2.55	31.86		.43			.42
J 30	LOCATE AND SELECT MATERIAL FOR DELIVERY TO CARRIER	39.78	8.16	31.62		.53			.48
J 51	TRACE AND EXPEDITE MOVEMENT OR DELIVERY OF SHIPMENTS	33.33	2.04	31.29		.37			.34
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES	35.49	4.59	30.89		.40			.35
J 26	INSPECT HANDLING, STORING, OR LOADING OF PROPERTY RELEASED FOR SHIPMENT	45.16	14.29	30.88		.61			.51

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 35 AND LAST 35 TASKS BE REPORTED.

I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	9.68	29.59	-19.91	.09	.33	-.24
M 25	MAINTAIN PURCHASE ORDER FILE	.00	20.41	-20.41	.00	.31	-.31
I 86	VERIFY ACCURACY AND COMPLETION OF ISSUE DOCUMENTS	2.15	22.96	-20.81	.02	.31	-.28
I 80	SIGN FOR PROPERTY	25.81	46.94	-21.13	.53	.76	-.23
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	51.61	72.96	-21.35	.64	1.49	-.86
G 32	MONITOR TEMPERATURE, HUMIDITY, OR DUST CONTAINERS WITHIN STORAGE FACILITY	1.08	23.47	-22.39	.01	.31	-.30
H 2	ARRANGE FOR MAKING INVENTORIES OF STORED PROPERTY	6.45	29.08	-22.63	.07	.37	-.30
G 24	IDENTIFY ITEMS REQUIRING REFRIGERATION OR OTHER SPECIAL STORAGE	16.13	38.78	-22.65	.17	.45	-.28
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION	32.26	55.10	-22.84	.30	.79	-.49
H 49	PLACE COUNT CARDS IN BINS	2.15	25.51	-23.36	.02	.44	-.41
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	25.81	49.49	-23.68	.36	1.00	-.64
G 54	RECREATE OR CONSOLIDATE ITEMS TO INCREASE STORAGE SPACE	7.53	32.14	-24.62	.06	.46	-.40
G 14	CONTROL DATED ITEMS	2.15	27.04	-24.89	.02	.35	-.33
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES	18.28	44.39	-26.11	.21	.75	-.54
H 80	VERIFY PHYSICAL COUNTS WHICH DIFFER FROM STOCK RECORD	3.23	30.10	-26.88	.02	.33	-.30
H 5	BALANCES						
H 13	COMPARE PHYSICAL COUNTS OF PROPERTY WITH STOCK RECORD	3.23	31.63	-28.41	.02	.40	-.38
H 13	CONDUCT SPECIAL INVENTORIES						
H 37	INVENTORY SALES STORE STOCKS	3.23	34.18	-30.96	.02	.39	-.37
F 41	INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION	1.08	32.65	-31.58	.01	.57	-.56
H 17	CONDUCT WAREHOUSE PRE-INVENTORY SURVEYS	4.30	36.73	-32.43	.04	.56	-.51
G 3	ARRANGE STORAGE FACILITIES TO INSURE COMPLIANCE WITH ALL REGULATIONS AND LIMITATIONS	.00	33.16	-33.16	.00	.49	-.49
H 7	CONDUCT CYCLE INVENTORIES	4.30	39.80	-35.49	.03	.66	-.63
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES	1.08	38.78	-37.70	.01	.52	-.51
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION	7.53	45.92	-38.39	.06	.64	-.58
H 19	CORRECT INVENTORY DISCREPANCIES	12.90	52.04	-39.14	.11	.98	-.87
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS	5.38	48.43	-43.05	.06	.59	-.52
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS	27.96	72.96	-45.00	.37	1.95	-1.58
H 10	CONDUCT RECOUNTS	19.35	64.80	-45.44	.22	1.40	-1.18
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE	3.23	48.98	-45.75	.01	.54	-.53
H 20	COUNT PROPERTY	5.38	53.06	-47.68	.05	.81	-.76
G 34	PALLETIZE ITEMS FOR STORAGE	19.35	67.35	-47.99	.21	1.41	-1.20
H 16	CONDUCT WALL TO WALL INVENTORIES	22.58	72.96	-50.38	.25	1.79	-1.53
H 60	PREPARE WAREHOUSE FOR INVENTORY	2.15	54.59	-52.44	.01	.93	-.92
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION	6.45	64.80	-58.34	.06	1.34	-1.27
H 38	INVENTORY WAREHOUSE STOCKS	.00	59.69	-59.69	.00	1.11	-1.11
		6.45	72.45	-66.00	.05	1.74	-1.69

DIFFERENCE BETWEEN SPC025 AND SPC027

GDIF10 PAGE 1

SPC025 MEMBERS = 93 6907 TRANSPORTATION
SPC027 MEMBERS = 468 6907 SUPPLY

		AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC025 MINUS SPC027.....									
		SPC027 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS.....									
		PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC025 MINUS SPC027.....									
		SPC027 PERCENT MEMBERS PERFORMING.....									
		SPC025 PERCENT MEMBERS PERFORMING.....									
		TASK TITLE									
D-TASK											
J 4	CHECK AND RECORD OUTBOUND SHIPMENTS	65.59	11.32	54.27	1.07	.11	.96				
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT	61.29	13.03	48.26	1.00	.16	.83				
J 8	CHECK OUT VEHICLES FROM TRANSPORTATION ACTIVITIES	56.99	10.04	46.95	.82	.08	.73				
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT	66.67	20.94	45.73	1.10	.23	.87				
E 9	COMPLETE INCHECKER'S TALLY SHEET	63.44	18.16	45.28	1.11	.21	.89				
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION	53.76	9.83	43.93	.90	.11	.79				
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT	51.61	8.97	42.64	.69	.08	.61				
J 52	WEIGH PALLETIZED CARGO	46.24	4.99	41.25	.75	.02	.72				
L 29	OPERATE TUGS	66.67	25.21	41.45	.72	.28	.43				
K 16	INSPECT CONDITION OF FREIGHT PRIOR TO MOVEMENT	45.16	3.85	41.32	.56	.04	.52				
K 22	LOAD OR UNLOAD CLASSIFIED FREIGHT	49.46	8.55	40.92	.55	.08	.47				
J 42	PROCESS LOGAIR OR PARCEL POST SHIPMENTS	46.24	5.56	40.68	.63	.05	.58				
J 38	PALLETIZE SURFACE FREIGHT	46.24	7.48	38.76	.86	.06	.80				
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT	63.44	25.21	38.23	.86	.36	.50				
J 43	PROVIDE NECESSARY PROTECTION FOR ITEMS REQUIRING SPECIAL HANDLING	51.61	13.46	38.15	.75	.12	.62				
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	64.52	27.56	36.95	1.06	.37	.69				
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	56.99	20.09	36.90	.84	.19	.65				
J 23	IDENTIFY, MARK, AND LABEL FREIGHT SHIPMENTS	45.16	8.55	36.61	.62	.11	.51				
K 19	INSPECT LABELS, TAGS, OR MARKINGS OF HAZARDOUS OR MAGNETIC MATERIAL	40.86	4.27	36.59	.49	.03	.46				
J 22	EXAMINE OUTSIDE PACKAGING AND CRATING MATERIALS TO SEE THAT THEY SATISFY CURRENT SPECIFICATIONS	46.24	9.83	36.41	.60	.11	.50				
E 13	DELIVER MATERIAL TO SPECIAL HANDLING OR IEMU WAREHOUSE	61.29	25.43	35.86	.89	.35	.54				
J 12	CONDUCT INVENTORIES OF CARGO ON HAND	40.86	5.77	35.09	.56	.05	.51				
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	64.52	29.49	35.03	1.05	.33	.73				
K 21	INSPECT PACKING AND CRATING OF FREIGHT	38.71	4.06	34.65	.41	.03	.39				
J 49	SECURE MATERIAL TO PALLETS WITH STRAPS, NETS, OR CHAINS	49.46	15.17	34.29	.95	.14	.80				
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	83.87	50.00	33.87	1.63	.70	.93				
K 13	INSPECT LOCKING AND BRACING OF LOAD	36.56	2.99	33.57	.43	.04	.39				
J 5	CHECK BUILD-UP OF PALLETS	47.31	13.89	33.42	.82	.11	.71				
J 26	INSPECT HANDLING, STOWING, OR LOADING OF PROPERTY RELEASED FOR SHIPMENT	45.16	11.97	33.20	.61	.12	.50				
E 45	DE-REGATE INCOMING PROPERTY BY DESTINATION	62.37	29.49	32.88	1.05	.41	.64				
K 5	CHECK PALLETS FOR PROPER STRAPPING AND NETTING	36.56	4.06	32.50	.60	.02	.58				
E 4	ANNOTATE SHIPPING DOCUMENTS	63.44	31.41	32.03	.93	.43	.50				
K 4	CHECK OR VERIFY AIR CARGO DOCUMENTATION, AIR MOVEMENT DESIGNATOR, OR TRANSPORTATION CONTROL NUMBER	32.26	2.14	30.12	.43	.01	.42				
J 41	PREPARE MANIFESTS	31.18	1.50	29.69	.44	.01	.43				
J 39	PALLETIZE CARGO ACCORDING TO AIRCRAFT CONFIGURATION	32.26	2.78	29.48	.82	.02	.80				

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01
USER REQUESTED THAT ONLY THE FIRST 35 AND LAST 34 TASKS BE REPORTED.

H 20	COUNT PROPERTY.	19.35	47.44	-28.08	.21	.70	-49
I 86	VERIFY ACCURACY AND COMPLETION OF ISSUE DOCUMENTS	2.15	30.34	-28.19	.02	.32	-29
G 54	RECREATE OR CONSOLIDATE ITEMS TO INCREASE STORAGE SPACE	7.53	37.18	-29.65	.06	.39	-33
G 60	SEGREGATE REUSABLE CARTONS OR CONTAINERS	4.30	34.83	-30.53	.03	.34	-30
I 10	COMPLETE ISSUING OR SHIPMENT DOCUMENT ENTRIES	7.53	38.25	-30.72	.09	.50	-41
H 5	COMPARE PHYSICAL COUNTS OF PROPERTY WITH STOCK RECORD	3.23	34.83	-31.60	.02	.34	-32
	BALANCES						
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	20.43	52.99	-32.56	.27	.73	-45
G 72	WRAP AND PACK PROPERTY ITEMS FOR STORAGE	6.45	39.74	-33.29	.04	.41	-37
H 6	CONDUCT ANNUAL COMPLETE LOCATION VALIDATION PRIOR TO CYCLE INVENTORY	.00	33.55	-33.55	.00	.39	-39
I 65	REARRANGE BINS FOR MAXIMUM UTILIZATION OF SPACE AND PERSONNEL	3.23	36.97	-33.74	.02	.39	-38
G 20	FORWARD DESIGNATED PROPERTY ITEMS FOR DISPOSAL	3.23	38.89	-35.66	.01	.44	-43
G 56	REQUEST SPECIAL INVENTORIES	.00	36.54	-36.54	.00	.34	-34
I 5	CHECK FOR TYPE OF ISSUE - PRE-POST, POST-POST	.00	36.54	-36.54	.00	.41	-41
G 3	ARRANGE STORAGE FACILITIES TO INSURE COMPLIANCE WITH ALL REGULATIONS AND LIMITATIONS	4.30	41.03	-36.72	.03	.50	-47
G 37	PLACE LOCATION SYMBOLS ON STORAGE FACILITIES	12.90	50.21	-37.31	.12	.64	-52
G 22	IDENTIFY DELINQUENT DOCUMENTS	3.23	41.03	-37.80	.03	.41	-38
G 34	PALLETIZE ITEMS FOR STORAGE	22.58	60.47	-37.89	.25	.80	-54
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR RAYS	27.96	66.03	-38.07	.37	1.19	-82
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES	8.60	47.65	-39.05	.07	.60	-53
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL	13.98	53.21	-39.23	.16	.68	-52
G 63	STENCIL LETTERS AND NUMBERS ON BINS	7.53	47.44	-39.91	.06	.53	-47
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES	18.28	58.55	-40.27	.21	.82	-61
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION	12.90	53.63	-40.73	.11	.63	-52
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS	19.35	60.47	-41.12	.22	.83	-61
G 55	REMOVE PACKING AND CUSHIONING MATERIAL	3.23	44.44	-41.22	.03	.52	-52
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION	.00	41.24	-41.24	.00	.51	-51
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	9.68	51.28	-41.60	.09	.72	-63
G 66	UNCRATE OR UNPACK PROPERTY	11.83	54.06	-42.23	.08	.71	-64
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS	6.45	48.93	-42.48	.05	.64	-59
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	1.08	45.30	-44.22	.01	.60	-59
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	12.90	59.62	-46.71	.15	.91	-76
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES	7.53	54.49	-46.96	.06	.67	-61
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE	5.38	52.35	-46.97	.05	.63	-58
G 44	PREPARE OR CORRECT HIGH CARUS OR LABELS	2.15	54.91	-52.76	.01	.80	-79

DIFFERENCE BETWEEN SPC026 AND SPC027

SPC026 MEMBERS = 196 6907 COM-SERVICES
SPC027 MEMBERS = 468 6907 SUPPLY

		AVERAGE PERCENT TIME BY ALL GROUP MEMBERS---DIFFERENCE, SPC026 MINUS SPC027									
		SPC027 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS									
		SPC026 AVERAGE PERCENT TIME BY ALL GROUP MEMBERS									
		PERCENT MEMBERS PERFORMING---DIFFERENCE, SPC026 MINUS SPC027									
		SPC027 PERCENT MEMBERS PERFORMING									
		SPC026 PERCENT MEMBERS PERFORMING									
		TASK TITLE									
D-TSK											
H 38		INVENTORY WAREHOUSE STOCKS	72.45	24.79	47.66	1.74	.25	1.50			
H 16		CONDUCT WALL TO WALL INVENTORIES	54.59	18.38	36.22	.93	.17	.77			
E 9		COMPLETE INCHECKER'S TALLY SHEET	49.49	18.16	31.33	.85	.21	.63			
H 60		PREPARE WAREHOUSE FOR INVENTORY	64.80	34.19	30.61	1.34	.36	.97			
E 3		ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	57.14	27.56	29.58	.93	.37	.56			
E 2		ADVISE CARRIER OF DISCREPANCY	61.73	32.91	28.83	.92	.35	.57			
J 5		CHECK BUILD-UP OF PALLETS	41.33	13.89	27.44	.53	.11	.41			
H 19		CORRECT INVENTORY DISCREPANCIES	46.43	19.23	27.20	.59	.19	.40			
H 30		CONDUCT RECOUNTS	48.98	22.22	26.76	.54	.19	.35			
H 37		INVENTORY SALES STORE STOCKS	32.65	6.41	26.24	.57	.06	.50			
E 7		CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	65.82	40.60	25.22	1.08	.53	.56			
E 15		EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	69.90	45.51	24.39	1.36	.66	.70			
H 7		CONDUCT CYCLE INVENTORIES	38.78	15.81	22.96	.52	.15	.37			
E 6		ASSIGN DOCUMENT NUMBERS OR VOUCHER NUMBERS TO RECEIVING DOCUMENTS AND REPORTS	41.84	21.15	20.68	.61	.22	.38			
E 4		ANNOTATE SHIPPING DOCUMENTS	51.53	31.41	20.12	.78	.43	.35			
H 20		COUNT PROPERTY	67.35	47.44	19.91	1.41	.70	.71			
F 41		INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION	36.73	18.16	18.57	.56	.15	.40			
G 15		CONTROL STOCK ROTATION TO PREVENT DETERIORATION	59.69	41.24	18.45	1.11	.51	.60			
H 13		CONDUCT SPECIAL INVENTORIES	34.18	16.67	17.52	.39	.14	.25			
E 48		VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	63.78	47.22	16.55	1.15	.73	.42			
H 76		SUPERVISE INVENTORIES	23.47	7.26	16.20	.23	.05	.18			
L 1		CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	72.96	57.26	15.69	1.49	.69	.81			
H 55		SUPERVISE INVENTORIES	28.06	12.82	15.24	.29	.11	.18			
C 14		INSPECT EQUIPMENT FOR OPERATION AND MAINTENANCE	33.16	19.23	13.93	.33	.16	.52			
E 1		ACCEPT OR REJECT PROPERTY	71.43	58.33	13.10	1.31	.79	.52			
H 14		DAMAGE WAREHOUSE	37.76	25.21	12.54	.69	.30	.38			
G 34		PALLETIZE ITEMS FOR STORAGE	72.96	60.47	12.49	1.79	.80	.99			
H 17		CONDUCT WAREHOUSE PRE-INVENTORY SURVEYS	33.16	20.73	12.44	.49	.19	.30			
J 12		CONDUCT INVENTORIES OF CARGO ON HAND	17.86	5.77	12.09	.34	.05	.29			
C 17		EVALUATE STOCK LEVELS PROCEDURES	19.39	7.48	11.91	.18	.04	.14			
F 9		COMPLETE OVERAGE OR SHORTAGE REPORTS	27.55	16.03	11.53	.31	.18	.13			
F 65		PREPARE STATEMENT OF FACTS ON DAMAGED PROPERTY	17.86	6.84	11.02	.16	.04	.13			
H 66		RECORD INVENTORY RESULTS	36.27	25.21	11.01	.42	.36	.07			
E 5		ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT	23.98	13.03	10.95	.49	.16	.33			
K 24		LOAD OR UNLOAD UNCLASSIFIED FREIGHT	25.00	14.10	10.90	.32	.13	.19			
E 10		COMPLETE INTRANSIT DATA (MILSTEP) CARD FOR SHIPMENTS RECEIVED									

.....

TASKS OMITTED WHERE THE ABSOLUTE DIFFERENCE IN
PERCENT MEMBERS PERFORMING IS LESS THAN .01

USER REQUESTED THAT ONLY THE FIRST 36 AND LAST 34 TASKS BE REPORTED.

.....

G 38	PLACE PROPERTY IN OPEN STORAGE	28.06	48.50	-20.44	.47	.59	-.13
I 15	CONTROL ISSUE OF CLASSIFIED, SENSITIVE, OR CONTROLLED ITEMS	4.59	25.21	-20.62	.02	.24	-.21
E 13	DELIVER MATERIAL TO SPECIAL HANDLING OR IEMO WAREHOUSE	4.59	25.43	-20.84	.04	.35	-.31
L 29	OPERATE TUGS	4.08	25.21	-21.13	.02	.28	-.26
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED	6.12	27.35	-21.23	.05	.33	-.28
I 2	ANNOTATE AND FORWARD DOD SINGLE LINE ITEM RELEASE/RECEIPT FORM, DU 1348-1	2.55	23.93	-21.38	.01	.31	-.30
E 40	PROCESS REPAIRABLE RECEIPTS	2.04	23.50	-21.46	.02	.22	-.19
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS	29.59	51.28	-21.69	.33	.72	-.40
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	31.12	52.99	-21.87	.40	.73	-.33
I 29	EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE	18.88	41.03	-22.15	.19	.51	-.32
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	11.22	34.83	-23.60	.10	.46	-.36
E 39	PROCESS AND RELEASE NORS/ANORS RECEIPTS	1.53	25.21	-23.68	.01	.33	-.32
E 44	SCREEN TURN-IN DOCUMENTS FOR COMPLETENESS	7.14	30.98	-23.84	.06	.42	-.37
I 49	MAINTAIN POST-POST ISSUE LOG	2.55	26.50	-23.94	.03	.30	-.27
I 70	REPLENISH BIN LOCATIONS	4.59	29.49	-24.90	.07	.35	-.28
G 66	UNCRATE OR UNPACK PROPERTY	27.04	54.06	-27.02	.34	.71	-.37
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS	32.14	59.62	-27.47	.54	.91	-.37
G 60	SEGREGATE REUSABLE CARTONS OR CONTAINERS	7.14	34.83	-27.69	.05	.34	-.29
I 53	NOTIFY EXPEDITERS OF PRIORITY ISSUES READY FOR PICK-UP	6.63	35.90	-29.26	.04	.41	-.37
G 55	REMOVE PACKING AND CUSHIONING MATERIAL	14.80	44.44	-29.65	.10	.52	-.42
G 56	REQUEST SPECIAL INVENTORIES	6.63	36.54	-29.91	.06	.34	-.28
E 24	NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNOKS RECEIPTS	6.12	36.11	-29.99	.06	.43	-.37
G 72	WRAP AND PACK PROPERTY ITEMS FOR STORAGE	9.69	39.74	-30.05	.05	.41	-.36
G 22	IDENTIFY DELINQUENT DOCUMENTS	10.71	41.03	-30.31	.08	.41	-.34
G 20	FORWARD DESIGNATED PROPERTY ITEMS FOR DISPOSAL	8.16	38.89	-30.73	.05	.44	-.39
G 48	PROVIDE SECURE STORAGE FOR CLASSIFIED, SENSITIVE, RADIOACTIVE, HAZARDOUS, OR FLAMMABLE PROPERTY	11.73	42.95	-31.21	.10	.51	-.40
G 63	STENCIL LETTERS AND NUMBERS ON BINS	14.29	47.44	-33.15	.14	.53	-.40
I 5	CHECK FOR TYPE OF ISSUE - PRE-POST, POST-POST	3.06	36.54	-33.48	.02	.41	-.39
G 6	BIND ON TAPE TOGETHER MULTIPLE QUANTITIES	10.20	47.65	-37.45	.10	.60	-.50
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	7.65	45.30	-37.65	.09	.60	-.51
G 37	PLACE LOCATION SYMBOLS ON STORAGE FACILITIES	12.24	50.21	-37.97	.11	.64	-.53
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL	13.27	53.21	-39.94	.13	.68	-.56
G 44	PREPARE OR CORRECT MTL CARDS OR LABELS	13.78	54.91	-41.14	.15	.80	-.65
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS	7.14	48.93	-41.79	.06	.64	-.59

APPENDIX E: DISCUSSION OF JOB TYPES IDENTIFIED BY CODAP CLUSTERING

Figures E-1 and E-2 illustrate the actual grouping sequence of the clusters and of job types within clusters, respectively. Table E-1 reports job type and cluster representation by supply system and specific ALC. Tables E-2 and E-3 present background and task summary data for job types, respectively. Table E-4 reports percentage of total group work time on each duty by job type. The 34 Wage Leaders, all from the Base system, have been omitted from consideration, and no job types composed of less than 20 employees are treated.

As indicated in Table E-1, only 11 of 65 job types were not primarily Base or ALC, but were equally composed of members of both systems. Of the 22 predominantly ALC job types, only four were common to all four ALCs, while 12 job types were almost entirely OC-ALC or SA-ALC personnel. Ten of these ALC job types are composed of Warehouseman and Inspector/Warehouseman, or Inspector/Processor combinations.

Table E-2 shows that almost all ALC employees reported an AFSC of 647, Materiel Facilities Specialist, at the 5-skill level. Examination of this column reveals no AFSC 915, Medical Materiel Specialist, employees. These respondents joined the various clusters in small groups in later stages, after the reported job types were formed.

Although job incumbents cluster on similarity of tasks performed but not on duties, most common duties, sequenced by percentage of total group work time spent, are reported in the last column of Table E-3. Job type discussions in the text are based on the top tasks of each group's composite job description.

In the following discussion, data from Tables E-1, E-2, and E-3, top tasks, reported job titles, and assignment data are summarized in a brief narrative for each group, along with a description of significant similarities and differences between groups.

Base Storage Cluster – GP0592

The five job types which compose this cluster are all located at bases (Table E-1). Members of each job type reported a job title of Warehouseman and the appropriate job series, WG-6907. Table E-2 indicates no WS category employees clustered in any of the five job types. These jobs primarily involve tasks associated with the storage function. They are typically located in a Supply Squadron. The average grade level of all members is rather low and quite homogeneous, ranging from 5.3 to 5.6 (Table E-2). The job types differ on number of tasks performed and on distribution of time across duties (Table E-3).

GP0712. Members of this rather heterogeneous job type perform tasks primarily involving storage, but also involving receipt, issue, and inventory of property.

GP0992. A more homogeneous variation of GP0712, these employees also perform tasks associated with vehicle and forklift operation.

GP1860. Top tasks performed within this group reflect involvement in both the storage and issue functions.

GP1732. This is a variation of the preceding group, differing as to time spent on related tasks.

GP1203. Besides performance of the storage tasks typical of this cluster, members of this group are also involved with the receipt and processing of material.

ALC Storage Cluster – GP0597

In contrast to cluster 592, these four job types are all found at ALCs. Groups 1763 and 917 are located in the Materiel Storage Branch, and groups 1336 and 1740 are both assigned to the small item warehouse. Top tasks indicate all four relatively homogeneous job types are variations of each other. No WS supervisors are in this cluster.

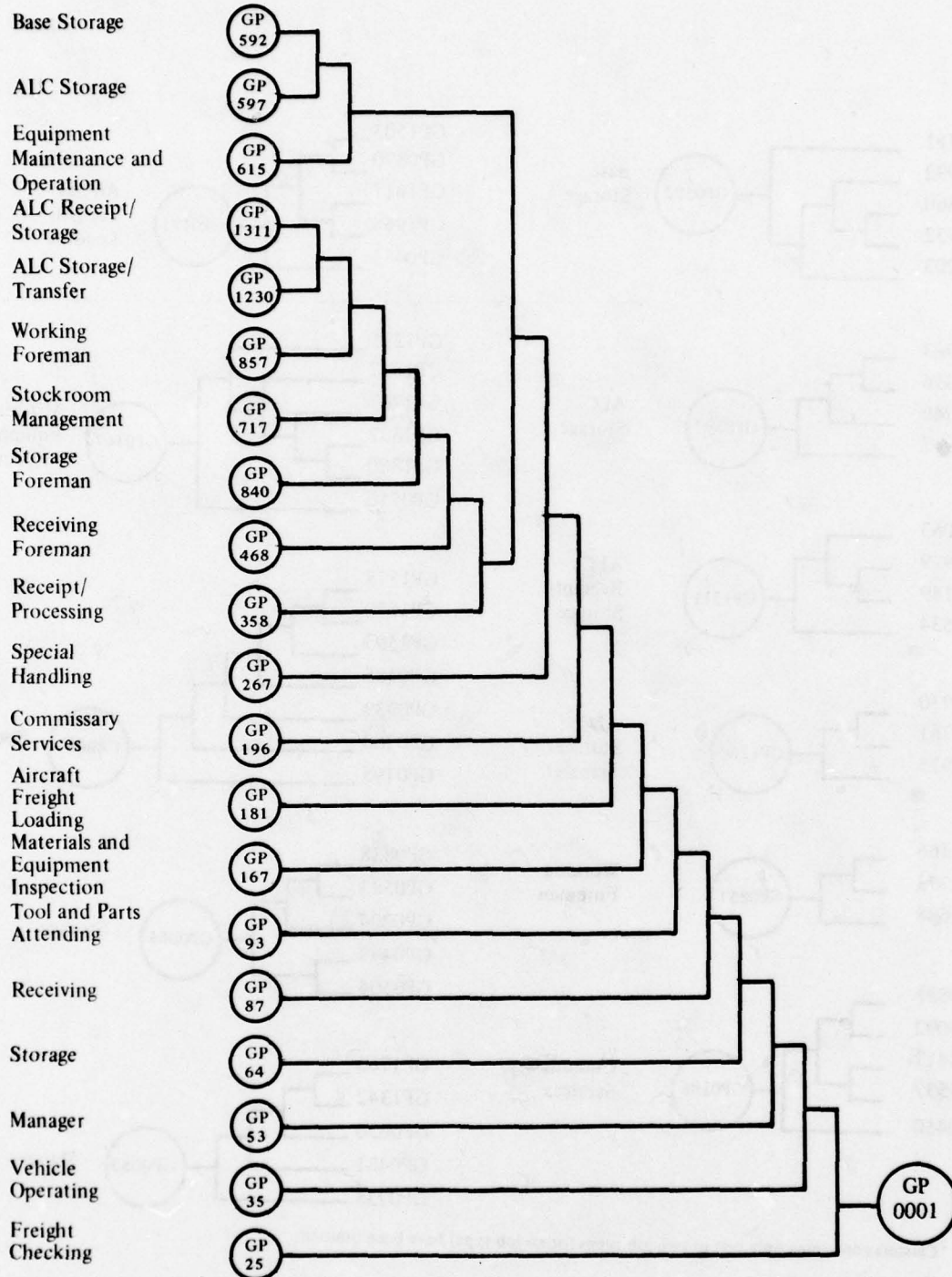
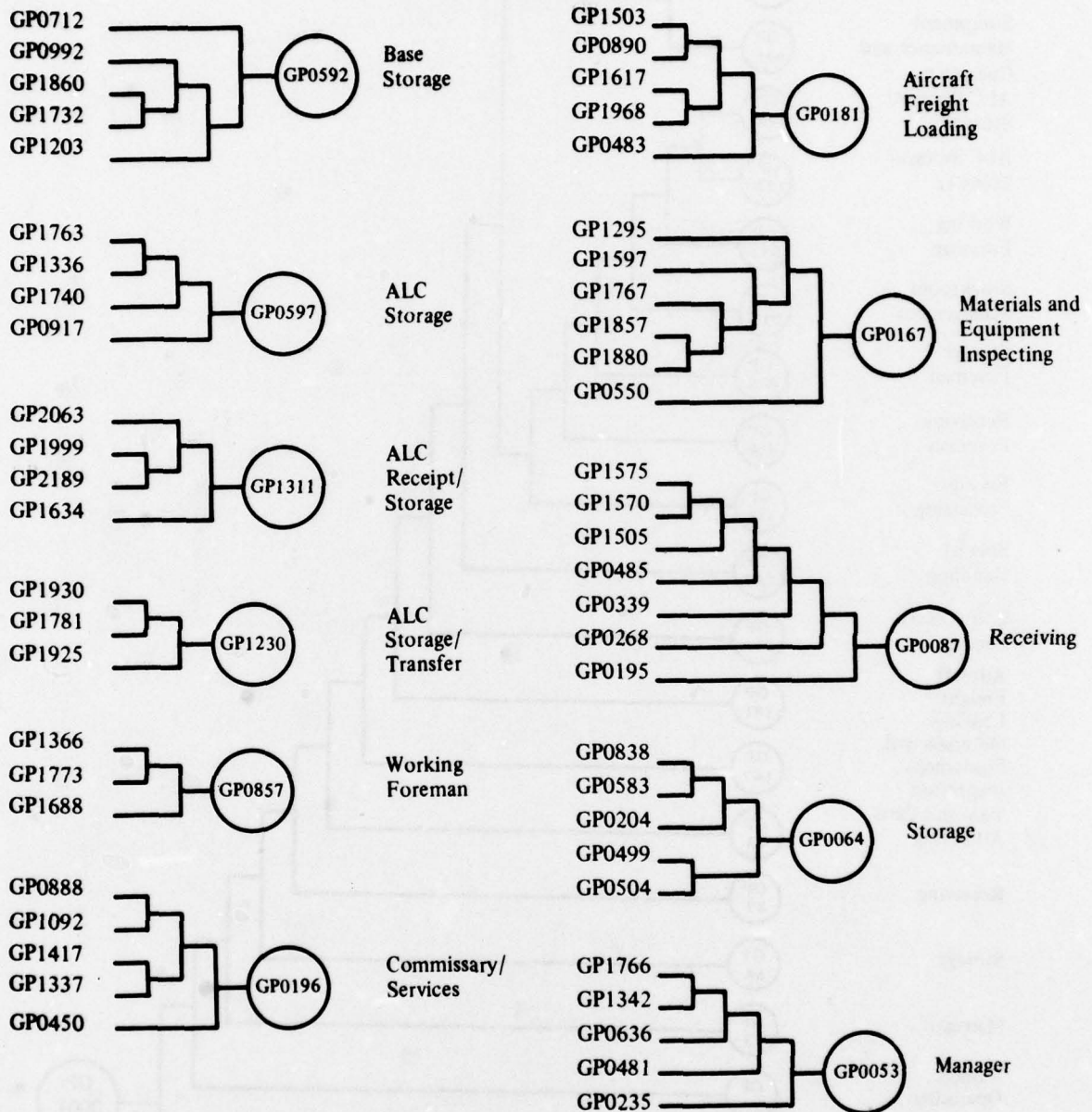


Figure E-1. Diagram of grouping sequence – clusters.



^aClusters containing only one or two job types (or no job type) have been omitted.

Figure E-2. Grouping sequence of job types within clusters.^a

Table E-1. Distribution of Job Types Within Clusters by Supply System and Specific ALC

Cluster Title	Supply System			Specific ALC						
	Base	Base/ ALC	ALC	OC-ALC	SA-ALC	OC-ALC/ SA-ALC	OC-ALC/ OO-ALC	SA-ALC/ OO-ALC	OO-ALC WR-ALC	All ALCs
Base Storage	5									
ALC Storage			4	2					1	1
Equipment Maintenance and Operation	1									
ALC Receipt/Storage			4		2	1				1
ALC Storage/Transfer			3		1			1		1
Working Foreman		1	2		2					
Stockroom Management	1									
Storage Foreman	2									
Receiving Foreman	1									
Receipt/Processing		1	1		1					
Special Handling		1	1	1						
Commissary/Services	5									
Aircraft Freight Loading	1	3	1					1		
Materials and Equipment										
Inspecting	4		2		2					
Tool and Parts Attending	1									
Receiving	3	1	3			1	1			1
Storage	4		1	1						
Manager	2	3								
Vehicle Operating	1	1								
Freight Checking	1									
	32	11	22	4	8	2	1	2	1	4

Table E-2. Background Summary Data for Job Types within Clusters

Cluster	Job Type	N	%WS	Average WS Grade	Average WG Grade	AFSC	Skill Level	Job Series
Base Storage GP0592	GP0712	23			5.4	647	3,5	6907
	GP0992	20			5.6	647	3,5	6907
	GP1860	22			5.3	647	3,5	6907
	GP1732	23			5.3	647	3,5,7	6907
	GP1203	21			5.4	647	3,5,7	6907
ALC Storage GP0597	GP1763	23			5.8	647	5	6907
	GP1336	20			6.0	647	5	6907
	GP1740	30			7.2	647	5	6965,6907
	GP0917	27			5.9	647	5	6907
Equipment Maintenance and Operation GP0615		25			5.4	647,611	3,5	6907
ALC Receipt/ Storage GP1311	GP2063	64			5.8	647	5	6907
	GP1999	107			7.2	647	5	6965,6907
	GP2189	114			7.2	647	5	6965,6907
	GP1634	21			5.9	647	5	6907
ALC Storage/ Transfer GP1230	GP1930	55			6.0	647	5	6907
	GP1781	55			6.0	647	5	6907
	GP1925	33			7.3	647	5	6965,6907
Working Foreman GP0857	GP1366	189	15.9	7.3	6.7			
	GP1773	47	74.5	6.5	5.9			6907,6965
	GP1688	25	64.0	7.5	5.5			6907,6965,6960
Stockroom Management GP0717	GP1462	23			5.5	645,647	3,5,7	6907,6904
Storage Foreman GP0840	GP1700	28	67.9	5.3	5.4	647	5,7	6907
	GP1728	24	25.0	5.0	4.7	611	3,5,7	6907
Receiving Foreman GP0468	GP1055	33	69.7	6.3	6.2	647	5,7	6907,6965,6966
Receipt/ Processing GP0358	GP1542	27			6.0	647	3,5	6907
	GP1063	20			6.3	647	5	6907
Special Handling GP0267	GP0695	21			5.9	602,647	3,5,7	6907,6965
	GP1390	35			6.7	647	5	
Commissary/ Services GP0196	GP0888	20	10.0	5.5	5.3	611	3,5	6907,6960
	GP1092	20			5.1	611	3,5	6907,6960
	GP1417	21			5.3	611	5	6907
	GP1337	25			5.4	611	3,5	6907
	GP0450	26	15.4	5.0	5.1	647	3,5,7	6907,6904
Aircraft Freight Loading GP0181	GP1503	26			6.3	605	3,5	6907,6968
	GP0890	25	4.0	5.0	5.7	602,647	3,5	6907
	GP1617	25	64.0	6.1	5.9	602,605,647	3,5,7	6907,6968
	GP1968	45			6.4	601,602,605	3,5	6968,6907
	GPO483	22			5.6	645,647	5	6907,6904
Materials and Equipment Inspecting GP0167	GP1295	21			7.3	647	5	6965,6907
	GP1597	52			7.8	647	5	6965
	GP1767	52	38.5	7.1	7.6	647	5,7	6965
	GP1857	70	2.9	7.0	7.5	647	5	6965,6907
	GP1880	29			7.7	647	5,7	6965
	GP0550	21	4.8	8.0	7.7	647	5,7	6965

Table E-2 (Continued)

Cluster	Job Type	N	%WS	Average WS Grade	Average WG Grade	AFSC	Skill Level	Job Series
Tool and Parts								
Attending GP0093	GP0959	20	17.6	5.3	5.5	647,645	3,5,7	6904,6907
Receiving GP0087	GP1575	20	5.0	6.0	5.9	647	3,5	6907
	GP1570	37			5.9	647	3,5	6907
	GP1505	26			5.5	647	3,5	6907
	GP0485	24			6.5	647	3,5	6907,6965
	GP0339	20			5.9	647	5	6907
	GP0268	21			5.2	647	5	6907
	GP0195	33	3.0	4.0	6.4	647	5	6907,6965
Storage GP0064	GP0838	21			5.6	647	5	6907
	GP0583	21			5.7	647	5	6907
	GP0204	21			5.5	647	5	6907,6964
	GP0499	20			5.1	611	3,5	6907
	GP0504	21			4.9	611	3,5	6907
Manager GP0053	GP1766	88	90.9	8.3	6.9		7,9	
	GP1342	23	95.7	6.6			7,9	6907,6965
	GP0636	20	80.0	6.2	5.0		7,9	6907,6968
	GP0481	23			5.5		7,9	6907,6904
	GP0235	25	16.0	3.8	5.3		7,9	6907
Vehicle GP0035	GP0269	21			5.4	647,611,602	3,5	6907
Operating	GP0239	22			5.6	605	3,5	6907,6968
Freight								
Checking GP0025		45			5.6	647,611	3,5	6907

Table E-3. Task Summary Data for Job Types within Clusters

Cluster	Job Type	N	No. of Tasks Performed	ATDPUTS ^a	Primary Duties ^b
Base Storage GP0592	GP0712	23	68	4.24	GEHI
	GP0992	20	120	4.30	GELH
	GP1860	22	110	4.31	GILH
	GP1732	23	79	4.16	GIL
	GP1203	21	97	4.29	GEI
ALC Storage GP0597	GP1763	23	93	4.14	GIEJL
	GP1336	20	68	4.16	GIJH
	GP1740	30	121	4.49	GJHF
	GP0917	27	58	4.15	GIE
Equipment Maintenance and Operation GP0615		25	73	4.14	LGEI
ALC Receipt/ Storage GP1311	GP2063	64	241	4.51	GIEH
	GP1999	107	223	4.86	FGE
	GP2189	114	209	4.67	FGIEH
	GP1634	21	153	4.44	GEF
ALC Storage/ Transfer GP1230	GP1930	55	132	4.25	GIEJH
	GP1781	55	172	4.32	GEJIL
	GP1925	33	132	4.55	FGEI
Working Foreman GP0857	GP1366	189	443	4.82	FGIEH
	GP1773	47	295	4.89	GBFHI
	GP1688	25	310	5.16	FEBG
Stockroom Management GP0717	GP1462	23	213	4.67	IGEFH
Storage Foreman GP0840	GP1700	28	171	4.82	GBI
	GP1728	24	198	4.82	EFBH
Receiving Foreman GP0468	GP1055	33	165	4.86	EBF
Receipt/ Processing GP0358	GP1542	27	123	4.40	EFIG
	GP1063	20	102	4.57	GEF
Special Handling GP0267	GP0695	21	112	4.66	EFIG
	GP1390	35	162	4.70	GIFHE
Commissary/ Services GP0196	GP0888	20	54	4.56	GHEL
	GP1092	20	43	4.26	EFHL
	GP1417	21	99	4.56	HGEI
	GP1337	25	78	4.41	EGLH
	GP0450	26	70	4.43	GIH
Aircraft Freight Loading GP0181	GP1503	26	75	4.39	JEKI
	GP0890	25	83	4.31	EJL
	GP1617	25	219	4.80	JEBK
	GP1968	45	138	4.48	JEKL
	GP0483	22	64	4.05	LJIG
Materials and Equipment Inspecting GP0167	GP1295	21	120	4.88	FEIM
	GP1597	52	79	5.50	FE
	GP1767	52	171	5.38	FMEB
	GP1857	70	136	5.06	FE
	GP1880	29	121	5.34	FMEI
	GP0550	21	55	5.49	FME

Table E-3 (Continued)

Cluster	Job Type	N	No. of Tasks Performed	ATDPUTS ^a	Primary Duties ^b
Tool and Parts GP0093	GP0959	20	124	4.57	IGH
Attending					
Receiving GP0087	GP1575	20	59	4.03	EL
	GP1570	37	55	4.40	EF
	GP1505	26	31	4.17	E
	GP0485	24	62	4.53	EFI
	GP0339	20	29	4.22	EF
	GP0268	21	44	3.96	ELG
	GP0195	33	52	4.71	EF
Storage GP0064	GP0838	21	36	4.34	GI
	GP0583	21	39	4.00	GILHJ
	GP0204	21	39	3.98	GJIL
	GP0499	20	33	4.08	GLH
	GP0504	21	25	4.12	ELGH
Manager GP0053	GP1766	88	123	5.48	BAC
	GP1342	23	53	5.51	BAC
	GP0636	20	95	4.99	BEJAK
	GP0481	23	73	5.17	AB
	GP0235	25	48	4.88	EBA
Vehicle GP0035	GP0269	21	23	3.85	L
Operating	GP0239	22	29	4.42	JKLE
Freight GP0025		45	14	4.62	EI
Checking					

^a Average Task Difficulty Per Unit Time Spent.
(Scale = 1-9; range for individual employees = 3.00 - 5.99.)

^b Duty A Planning
 B Managing
 C Inspecting and Evaluating
 D Conducting Formal and Job Proficiency Training
 E Receiving Property
 F Inspecting, Identifying, and Classifying Property
 G Processing and Storing Property
 H Inventorying Supplies and Equipment
 I Issuing and Controlling Property
 J Transferring and Shipping Property
 K Loading or Unloading Shipments
 L Operating or Maintaining Equipment or Facilities
 M Researching, Maintaining, and Preparing Publications, Files, and Records

Table E-4. Average Percent Time Spent in Duties - Job Types by Cluster

Cluster	Job Type	A	B	C	D	E	F	G	H	I	J	K	L	M ^a
Base Storage GP0592	GP0712	3	1			19	6	32	15	12	3		8	1
	GP0992	2	1	1		19	4	30	10	5	5	1	18	3
	GP1860	2	1			7	3	33	12	20	10		10	2
	GP1732	1	1			2		48	5	23	6		13	1
	GP1203	1	1			25	7	26	9	19	5		6	1
ALC Storage GP0597	GP1763	1				14	7	26	10	18	12	1	10	1
	GP1336	1				9	4	28	12	24	14		6	1
	GP1740		1	1		9	14	22	15	15	7		10	7
	GP0917			1	1	11	4	33	6	24	8	1	10	
Equipment Maintenance and Operation GP0615 ALC Receipt/Storage GP1311		3	1	1	1	12	5	22	11	11	9	2	23	
	GP2063	2	1	1		15	10	20	15	14	12	2	6	2
	GP1999	1	1	2		19	30	19	6	11	4	1	2	4
	GP2189	1	1	1		12	20	19	11	15	8	1	6	6
	GP1634			2		25	12	29	8	10	8	1	6	
ALC Storage/Transfer GP1230	GP1930	1	1	1		15	7	24	12	18	12	1	8	1
	GP1781	1	1	2		17	8	20	7	14	16	4	10	1
	GP1925			2		18	22	20	4	16	8	1	5	3
	GP1366	4	4	3	1	11	16	14	11	13	9	3	6	5
Working Foreman GP0857	GP1773	8	13	4	3	9	11	14	11	11	7	1	4	4
	GP1688	10	15	7	5	16	23	12	4	2	2	1	2	2
	GP1462	6	6	3		12	12	16	10	17	6		6	4
Stockroom Management GP0717 Storage Foreman GP0840	GP1700	9	15	5	4	5	4	24	9	12	5		6	3
	GP1728	9	11	6	2	16	9	14	11	7	6	2	6	1
	GP1055	10	15	7	3	24	11	6	1	7	4	1	7	5
Receiving Foreman GP0468 Receipt/Processing GP0358	GP1542	1		1		34	14	12	2	15	6	2	9	2
	GP1063	3	1	2		30	17	32	7	4	2		1	
	GP0695	2	2	3	1	25	12	19	2	14	5	2	10	2
Special Handling GP0267	GP1390	1	1	1	1	12	14	20	13	17	10	1	8	4
	GP0888	5	5	2		18	5	22	18	9	4	1	11	
	GP1092	2	1			31	3	21	19	5	2	1	14	
Commissary/Services GP0196	GP1417	4	3	2		17	7	17	17	13	8	2	8	1
	GP1337	3	3	1	1	23	7	20	13	7	6	1	15	
	GP0450	7	8	1	1	8	2	26	14	18	4		9	2

Table E-4 (Continued)

Cluster	Job Type	A	B	C	D	E	F	G	H	I	J	K	L	M ^a
Aircraft Freight Loading GP0181	GP1503		1	1		26	2	5	1	3	26	17	17	
	GP0890	2	2	2		31	4	6	1	10	23	7	13	1
	GP1617	9	14	4	2	15	5	5	3	5	15	11	9	2
	GP1968	1	1	2	1	20	4	6	2	5	22	19	18	1
	GP0483	1	1	1		9	2	10	2	15	25	4	28	2
Materials and Equipment Inspecting GP0167	GP1295	2	2	2	2	20	27	8	2	15	5	1	5	11
	GP1597	2	1	2		12	74	3					1	3
	GP1767	5	10	4		10	41	6	2	5	1		1	12
	GP1857	1	1	1		26	44	8	1	7	2	1	2	6
	GP1880	1	1	1		12	46	6	2	10	2	1	2	16
	GP0550	2	2	1		11	58	4	1	3	2	1	1	15
Tool and Parts Attending GP0093 Receiving GP0087	GP0959	5	5	2	1	7	6	18	10	35	2		5	4
	GP1575	3	1			52	3	8	1	8	1	1	20	3
	GP1570	1	1	1	1	73	13	5		2	1		3	
	GP1505	3	2	1		81	2	1		1			8	1
	GP0485	1	1	1		34	22	9	2	16	6		3	5
	GP0339	2	3			48	18	10	2	3		1	8	5
	GP0268			1		34	3	14	1	8	10	1	24	1
	GP0195	1	1	1	3	43	16	9	4	5	3	4	9	3
	GP0838	1	1			3	2	72	6	13	1		1	
	GP0583	1	1			7	3	36	12	15	10		14	1
Storage GP0064	GP0204	1				6	1	24	5	22	23	2	14	1
	GP0499	1	2			4	2	34	18	3	4		30	
	GP0504	1	1			39	1	18	13	4	3	1	18	
	GP1766	24	35	14	7	5	3	3	3	2	1	1	1	2
	GP1342	26	46	13	7	2	1	1	1		1	1	1	1
Manager GP0053	GP0636	11	25	6	4	13	2	3		1	13	11	8	2
	GP0481	52	14	2		7	2	6	4	3	3		6	
	GP0235	17	19	3		28	3	8	8	2	3	1	6	

Table E-4 (Continued)

Cluster	Job Type	A	B	C	D	E	F	G	H	I	J	K	L	M ^a
Vehicle Operating GP0035	GP0269	3	3	1	1	3	2	9	5	2	7	2	63	1
	GP0239	1	1	1	1	11	1	6	1	2	37	21	18	
Freight Checking GP0025		8	7	2	3	39	7	5	3	15	4	1	5	

- ^aDuty A Planning
 B Managing
 C Inspecting and Evaluating
 D Conducting Formal and Job Proficiency Training
 E Receiving Property
 F Inspecting, Identifying, and Classifying Property
 G Processing and Storing Property
 H Inventorying Supplies and Equipment
 I Issuing and Controlling Property
 J Transferring and Shipping Property
 K Loading or Unloading Shipments
 L Operating or Maintaining Equipment or Facilities
 M Researching, Maintaining, and Preparing Publications, Files, and Records

GP1763. This "core" group of Warehousemen is primarily involved in storage and shipping of property at OC-ALC.

GP1336. These warehousemen do not perform the receipt-related tasks of the other three groups. The respondents are from OC-ALC and WR-ALC.

GP1740. The impact of the combined Materials and Equipment Inspector/Warehouseman job title of over one-half of this group is reflected by the higher grade level and ATDPUTS values (Tables E-2 and E-3) compared to the other job types in the cluster. Group members are classified in the 6907 and 6965 series and are located at OC-ALC.

GP0917. Although most of these employees reported a job title of Warehouseman, several reported the combined title of Warehouseman/Forklift Operator. All ALCs are represented within the job type.

Equipment Maintenance and Operation Cluster – GP0615

This heterogeneous cluster of Base System Warehousemen contains no distinct job types. Cluster members perform tasks related to the receipt, storage, inventory, and shipping functions, but are grouped together because they spend a large percentage of their time operating forklifts and maintaining equipment and facilities. These employees reported either a Materiel Facilities Specialist or Supply Services Specialist AFSC (Table E-2).

ALC Receipt/Storage Cluster – GP1311

Included in this cluster are four homogeneous job types of ALC WG category employees. Table E-3 indicates the average number of tasks performed by cluster members is noticeably higher than for most other job groups. Although many of the numerous tasks performed within these groups are similar, primary task emphasis differs considerably. All employees are assigned to the Materiel Storage Branch except for some members of GP1999 assigned to Central or Decentralized Receiving. Table E-2 reflects the higher average grades of groups 1999 and 2189, which include the WG-6965 as well as the WG-6907 series.

GP2063. The primary emphasis of this group of Warehousemen and Warehouseman/Forklift Operators is on storage. Some receiving and shipping-related tasks also appear in the top 25 tasks of the group's composite job description. The jobs are located at the four ALCs surveyed.

GP1999. Job titles reported by members of this SA-ALC group include Warehouseman, Materials and Equipment Inspector/Warehouseman, and Materials and Equipment Inspector/Processor. They perform inspection tasks and some processing tasks typical of warehouse inspection.

GP2189. These employees perform a variety of tasks related to receipt, storage, and transfer of property. Reported job titles include Materials and Equipment Inspector, Warehouseman, and Warehouseman/Forklift Operator. Job type members are from OC-ALC and SA-ALC.

GP1634. This is a group of Warehousemen, Warehousemen/Forklift Operators, and Warehousemen/Motor Vehicle Operators who spend most of their time performing receipt and storage-type tasks at SA-ALC.

ALC Storage/Transfer Cluster – GP1230

The three homogeneous job types within this cluster represent the next step beyond cluster 1311 along the continuum of work performed within the ALC Distribution system. No foremen clustered with these WG employees.

GP1930. Tasks involved with the storage and transfer of property compose the major portion of the job description of these WG-6907 Warehousemen. These jobs are located within the Materiel Storage Branch of the four ALCs.

GP1781. Thirteen of the 55 members of this job type reported a combined job title of Warehouseman/Forklift Operator, but 53 members indicated they operated a gasoline-powered forklift.

Tasks performed support the receipt, storage, and transfer of material. These employees are assigned to storage sections B and C of OO-ALC and SA-ALC.

GP 1925. Reported job titles of these WG-6907 and WG-6965 job incumbents include Warehouseman, Warehouseman/Forklift Operator, and Materials and Equipment Inspector/Warehouseman. They perform storage, inspection and transfer of property. Job type members are assigned to storage sections B and C at SA-ALC. Note the average grade increase (Table E-2) compared to the other job types in this cluster.

Working Foreman Cluster – GP0857

Members of this cluster span all job titles, AFSCs, locations, and organizational assignments. All groups perform a very high average number of tasks (Table E-3). It is impossible to determine whether groups 1773 and 1688 perform all the nonsupervisory tasks they indicated or whether they misunderstood the instructions, erroneously checking not only the supervisory tasks they perform, but also all journeyman tasks performed by their subordinates.

GP1366. Although this group represents the largest number of respondents in any single job type, it is most probably a spurious group. Apparently, many respondents in this group did not follow the directions, but checked every task in the job inventory. The group unfortunately includes some number of valid cases who do perform a large number of tasks.

GP1773. These personnel supervise a Base or ALC storage function. Nearly 75% of the group indicated they were WS foremen (Table E-2).

GP1688. Sixteen of the 25 employees in this job type indicated they were foremen. Most are located at SA-ALC, assigned to the Materiel Processing Branch.

Stockroom Management Cluster – GP0717

This is one of three clusters which contain only a single job type.

GP1462. The cluster title is descriptive of the work performed by this group of Warehousemen and Tool and Parts Attendants. Group members are classified in the appropriate job series, WG-6907 and WG-6904, and are assigned the appropriate AFSCs, 647 and 645, respectively (Table E-2). They are assigned to base and tenant, maintenance, or combat support units.

Storage Foreman Cluster – GP0840

The two groups of series 6007 Warehousemen within this cluster are sharply divided by AFSC and organizational assignment.

GP1700. The AFSC 647 members who constitute this job type perform storage management tasks within base supply squadrons.

GP1728. Receiving and inventory tasks performed by this group are not found in the job description of GP1700. These AFSC 611 employees are assigned to service squadrons and supervise commissary warehouses. Note in Table E-2 that only six of these 24 members report being WS employees.

Receiving Foreman Cluster – GP0468

Only one job type is found in this cluster.

GP1055. Reported job titles of these predominately WS employees include Warehouseman, Materials and Equipment Inspector, Checker/Processor, and Identification and Condition Verifier. They supervise the function described in the Receipt/Processing Cluster (GP0358), which follows.

Receipt/Processing Cluster – GP0358

Table E-2 indicates these two job types are quite similar on all background variables.

GP1542. Although assigned to receiving, processing, and storage sections, top tasks performed within this job type are restricted to the receipt and in-checking of property. Reported job titles include Warehouseman, Warehouseman/Forklift Operator, Receiver/In-Checker, and Materials and Equipment Inspector/Processor.

GP1063. Primarily located at SA-ALC, members of this group perform tasks related to processing material in preparation for storage in addition to the tasks of the preceding group. Warehouseman, Materials, and Equipment Inspector/Processor, and Materials Processor were commonly reported job titles.

Special Handling Cluster – GP0267

Included in this cluster are two unique job types that provide special handling and storage of special property.

GP0695. Warehousemen, Materials Processors, Identification and Condition Verifiers, In-Checkers, and Freight Checkers are included in this heterogeneous group. They perform receiving and initial document processing of precision equipment, first-aid and survival kits, toxic and volatile materials, and sensitive property. Eighty-one percent of the group members operate electric forklifts.

GP1390. Most of the members of this group are from OC-ALC. They provide special storage of NORS and SCHEME property, in addition to the types of items listed for GP0695. Group members reported job titles of Warehouseman and Materials and Equipment Inspector.

Commissary/Services Cluster – GP0196

All five job types within this cluster are from Bases. Members of the first four groups are series 6907 or 6960 Warehousemen with DAFSC 611, Supply Services Specialist.

GP0888. Top tasks performed by this group involve receiving, storing, and inventorying property. Members are assigned to a commissary or air base group.

GP1092. These Warehousemen receive, count, and store material within a commissary or services squadron.

GP1417. Also assigned to a commissary or services squadron, these employees receive, store, and inventory property.

GP1337. Members of this job type also receive, store, and inventory supplies, but are assigned to services or combat support squadrons.

GP0450. Work performed by this heterogeneous group involves storing, inventorying, and stocking of property. These personnel are AFSC 645 and 647 Warehousemen and Tool and Parts Attendants in supply squadrons and Civil Engineering. Four members indicated they manage a base service store.

Aircraft Freight Loading Cluster – GP0181

Table E-2 indicates employees with five AFSCs clustered in various combinations to form these five job types. The higher average grade levels of groups 1503 and 1968 reflect the higher percentage of WG-7 Aircraft Freight Loaders compared to WG-5 and -6 Warehousemen within these groups.

GP1503. These AFSC 605 Air Cargo Specialists are assigned to aerial port squadrons within the Military Airlift Command and the Air Terminal Branch at OO-ALC and SA-ALC. Reported job titles include Aircraft Freight Loader, Warehouseman, and Cargo Processor. Gasoline-powered forklifts are operated by all 26 group members.

GP0890. Only 18 of the 26 Warehousemen/Forklift Operators and Freight Checker/Forklift Operators in the group indicate they operate a forklift. They perform receipt and shipping functions at base level transportation squadrons, or in surface terminal branches of OC-ALC and SA-ALC.

GP1617. These Warehousemen and Aircraft Freight Loaders who are mainly WS employees, and who supervise (and participate in) the work performed by groups 1503, 890, and 1968.

GP1968. Major task emphasis of this group of OO-ALC and SA-ALC employees is on loading and unloading of shipments and on vehicle and forklift operation. Job titles of Aircraft Freight Loader, Aircraft Loader/Forklift Operator, Aircraft Loader/Motor Vehicle Operator, Warehouseman, and Warehouseman/Forklift Operator were reported by group members.

GP0483. This group performs vehicle operation and maintenance tasks in support of expediting of pickup and delivery of property. Members reported job titles of Warehouseman, Warehouseman/Forklift Operator, Processor/Motor Vehicle Operator, and Tool, Stock, and Parts Attendant.

Materials and Equipment Inspecting Cluster – GP0167

Although the job types within this cluster have the highest average WG grade levels of any groups in the analysis, (see Table E-2) the figures are somewhat misleading. Some employees who reported a job title of Foreman, grades 2–7, also reported a WG category. This lowered the average grade within the respective groups, and also decreased the number of reported foremen. Note the relatively high ATDPUTS values for all job types within this cluster (Table E-3).

GP1295. These SA-ALC Materials and Equipment Inspectors and Warehousemen receive and identify property and research publications to complete this objective. Members are assigned to Central Processing.

GP1597. This group of Materials and Equipment Inspectors and Materials Processors has the highest WG average grade (7.8) of any identified job type. Members perform tasks related to identifying, verifying, and making determinations about property items. Base members are assigned to supply squadrons; the few ALC members, to storage sections.

GP1767. Assigned to the supply squadrons or maintenance and supply groups, these Base system Materials and Equipment Inspectors are very similar to group 1597, but perform a few additional managerial tasks.

GP1857. Most members of this group are employed by SA-ALC and assigned to Central Processing. They receive, identify, and prepare incoming property for storage. Reported job titles include Materials and Equipment Inspector, Materials Processor, Materials and Equipment Inspector/Processor, Materials and Equipment Inspector/Verifier, and Identification and Condition Verifier.

GP1880. Primarily assigned to Supply Squadrons, these Materials and Equipment Inspectors identify and inspect both incoming and outgoing property items, and they research publications.

GP0550. Reported job titles of this heterogenous group of Base employees are Materials and Equipment Inspector and Supplies and Equipment Inspector. Members identify and inspect property, and they research publications, but perform many fewer tasks on the average than members of other groups within this cluster (see Table E-3). There is some concentration by the group on local purchase receipts.

Tool and Parts Attending Cluster – GP0093

This is the third of the single job type clusters.

GP0959. As WG-6904 Tool and Parts Attendants, these employees issue and maintain accountability of responsible tools. They are assigned to equipment (or industrial equipment) management offices (EMOs) and to various tactical groups.

Receiving Cluster – GP0087

Included in this cluster are three homogenous groups (1575, 1570, and 1505) and four heterogeneous job types. The average number of tasks performed within the cluster is much lower than for previous clusters (Table E-3). All members are AFSC 647, series 6907 Warehousemen, with a few 6965 Materials and Equipment Inspectors in the three ALC job types.

GP1575. Seventeen of these 20 Base system Warehousemen operate vehicles or forklifts in addition to performing tasks related to receiving property. They are assigned to supply and logistics squadrons.

GP1570. These Warehousemen and Materials and Equipment Inspector/Processors perform property receipt tasks, with little inspecting or processing of property for storage being performed by job type members. Base employees are assigned to supply squadrons, while ALC personnel are located in both the Processing and Storage Branches.

GP1505. Members of this group of Base Warehousemen receive and in-check property, concentrating on local purchase receipts and turn-ins.

GP0485. This is an ALC group of Materials Processors, Warehousemen, Verifiers, and Materials and Equipment Inspectors. Group members receive and process material in the Central Receiving or Central Processing Sections.

GP0339. Also assigned to Central Receiving or Processing, these OO-ALC and OC-ALC Materials Processors and Warehousemen receive, check, and process property items.

GP0268. Stock Handlers and Warehousemen make up this Base system group assigned to supply squadrons. Members receive, process, and store property, but spend much of their time operating forklifts.

GP0195. Although this is the most heterogeneous single job type reported, most of the employees are assigned to the Production Turn-In Unit at OC-ALC. Major task emphasis of these Warehousemen, Materials Processors, and Materials and Equipment Inspector/Processors is on documentation and special handling of property.

Storage Cluster – GP0064

This cluster contains five heterogeneous groups of WG-6907 Warehousemen. Note from Table E-3 how few tasks are performed on the average by members of these job types. Groups 838, 583, and 204 hold a 647 Materiel Facilities Specialist AFSC, while the last two groups are assigned an AFSC of 611, Supply Services Specialist.

GP0838. Tasks performed by this group are restricted to warehouse storage and property transfer. Members are assigned to supply squadrons.

GP0583. Members of this group are OC-ALC employees who perform warehouse and bulk storage, and issue of property within various storage sections.

GP0204. One-third of this group of Base employees is from the Extension Course Institute, Gunter AFB. All members are engaged in the storage and shipping functions.

GP0499. Working within a commissary warehouse, these job incumbents store and inventory pallet and bulk materials and operate forklifts.

GP0504. The average grade of 4.9 for this group is the lowest of any job type in the analysis. Assigned to services squadrons, members in-check, store, and inventory property.

Manager Cluster – GP0053

No job titles, AFSCs, or assignments are representative of these job types, composed of 7- and 9-skill level foremen at numerous locations. Members of Groups 636 and 235 are concentrated at Bases, while the other three groups are blends of Base and ALC personnel. Groups 1766 and 1342 are quite homogeneous, but the other groups are not. Note the % WS column of Table E-2. It is not reasonable to assume that none of the 23 members of GP0481 is a foreman nor that only four members of GP0235 are foremen. This seems to indicate many WS employees mistakenly reported WG category when completing the job inventory. Primary task emphasis of the five job types in this cluster is as follows:

GP1766. Planning and evaluating programs and requirements.

GP1342. Directing and evaluating policies and procedures.

GP0636. Supervising personnel, primarily in the shipping function.

GP0481. Planning and establishing policies, controls, and standards and estimating requirements.

GP0235. Managing storage facilities.

Vehicle Operating Cluster – GP0035

The cluster title describes the primary function of both job types it contains.

GP0269. This group consists of Base system Warehousemen who hold AFSCs of 647, 611, and 602. Tasks are restricted to driving and maintaining trucks and other vehicles, and checking the loads. No member reported a job title of Motor Vehicle Operator.

GP0239. The Aircraft Freight Loaders/Motor Vehicle Operators and Warehouseman/Forklift Operators in this job type hold a 605 Air Cargo Specialist AFSC. ALC members are assigned to the air freight terminal and Base system employees to aerial port squadrons. They drive and maintain vehicles and perform freight-loading tasks.

Freight Checking Cluster – GP0025

No job types are contained within this cluster. The 45 job incumbents perform an average of only 14 tasks involving checking material as it arrives and verifying quantities received.

**APPENDIX F: JOB DESCRIPTIONS FOR
JOB CLUSTERS**

86

ALC STORAGE					GP0597 PAGE 1	
TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	HRS 211		
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....						
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK	
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....					SEQ	
PERCENT OF MEMBERS PERFORMING.....					NO	
D-TSK	DUTY/TASK TITLE				<>	
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				97.16	1.73 1.68 1.68
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS				98.21	1.61 1.54 3.22
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				88.63	1.49 1.32 4.55
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL				88.63	1.47 1.31 5.86
L 2	CLEAN IMMEDIATE WORK AREA				86.26	1.55 1.33 7.19 5
H 20	COUNT PROPERTY				85.78	1.33 1.14 8.33
G 34	PALLETIZE ITEMS FOR STORAGE				83.89	1.36 1.14 9.47
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				83.41	1.64 1.37 10.83
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES				82.94	1.30 1.08 11.92
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				80.57	1.58 1.27 13.19 10
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS				80.09	1.36 1.09 14.28
J 44	PULL MATERIAL FOR SHIPMENT				79.15	1.68 1.33 15.61
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				79.15	1.34 1.06 16.67
G 26	INTERROGATE COMPUTER FOR ADDITIONAL LOCATIONS				76.78	1.42 1.09 17.76
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				74.88	1.42 1.06 18.82 15
G 66	UNCRATE OR UNPACK PROPERTY				73.93	1.17 .86 19.68
I 29	EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE				72.04	1.40 1.01 20.69
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY				71.56	1.57 1.12 21.81
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS				71.09	1.26 .89 22.71
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				70.62	1.52 1.07 23.78 20
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				70.62	1.47 1.04 24.82
F 75	TAG OR RETAG MATERIAL IN STOCK				68.25	1.17 .80 25.62
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS				65.88	1.35 .89 26.51
F 61	PREPARE LABELS OR TAGS FOR PROPERTY				65.40	1.32 .86 27.37
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				65.40	1.07 .70 28.07 25
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED				64.93	1.51 .98 29.05
G 54	RECRATE OR CONSOLIDATE ITEMS TO INCREASE STORAGE SPACE				64.45	1.29 .83 29.88
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				63.98	1.41 .90 30.78
H 38	INVENTORY WAREHOUSE STOCKS				63.98	1.37 .88 31.66
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				63.98	1.13 .72 32.38 30

32615 5190229

88

CPJ 311 PAGE

89

ALC STORAGE/TRANSFER

GP1230 PAGE 1

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS	SEQ
	4036	713	13	194	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING					NO
PERCENT OF MEMBERS PERFORMING					
D-TSK	DUTY/TASK TITLE				
	<>				
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR RAYS				.92
G 40	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS				.94
G 34	PALLETIZE ITEMS FOR STORAGE				.92
L 2	CLEAN IMMEDIATE WORK AREA				.80
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL				.90
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				.85
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS				.83
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				.78
J 44	PULL MATERIAL FOR SHIPMENT				.83
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, ON MARKINGS				.87
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES				.81
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS				.78
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				.89
E 1	ACCEPT OR REJECT PROPERTY				.75
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				.85
I 29	EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE				.82
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				.77
I 30	EXAMINE SHIPPING DOCUMENTS TO SEE THAT THEY ARE SECURELY ATTACHED AND PROTECTED				.85
I 89	VERIFY ZCB CARDS AGAINST MATERIAL TAGS OR LABELS FOR COMPATIBILITY				.92
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				.85
M 20	COUNT PROPERTY				.72
I 27	EXAMINE CONTAINERS TO SEE THAT THEY ARE PROPERLY CLOSED, Banded, OR SEALED				.78
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				.65
G 66	UNCRATE OR UNPACK PROPERTY				.74
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				.61
E 47	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				.75
G 62	SET UP BINS, RACKS, RAYS, OR OTHER STORAGE FACILITIES				.62
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				.70
					.83
					.68
					20.47
					20
					15
					10
					5
					25

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBSRS 284
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING..... PERCENT OF MEMBERS PERFORMING.....				
D-TSK	DUTY/TASK TITLE			TASK SEQ NO
E 1	ACCEPT OR REJECT PROPERTY			
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE			
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS			
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION			
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS			
F 41	INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION			
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE			
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL			
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS			
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION			
F 61	PREPARE LABELS OR TAGS FOR PROPERTY			
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS			
F 39	INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS			
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS			
E 47	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY			
G 22	IDENTIFY DELINQUENT DOCUMENTS			
G 34	PALLETIZE ITEMS FOR STORAGE			
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES			
E 24	NOTIFY EXPEDITERS FOR PICKUP OF MONS, ENORS, OR GNOHS RECEIPTS			
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING			
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS			
E 17	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL			
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS			
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION			
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES			
F 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT			
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS			
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED			
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS			

STOCKROOM MANAGEMENT					GP0717 PAGE 1	
TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBSRS		
	4036	713	13	55		
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK	
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ	
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....					NO	
PERCENT OF MEMBERS PERFORMING.....						
D-TSK	DUTY/TASK TITLE				<>	
I 80	SIGN FOR PROPERTY				96.18	.74
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				98.18	.72
H 20	COUNT PROPERTY				94.55	.68
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				94.55	.63
E 1	ACCEPT OR REJECT PROPERTY				94.55	.66
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				90.91	.66
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				89.09	.75
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				89.09	.72
L 2	CLEAN IMMEDIATE WORK AREA				89.09	.70
G 62	SET UP BINS, RACKS, RAYS, OR OTHER STORAGE FACILITIES				89.09	.62
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				87.27	.73
F 75	TAG OR RETAG MATERIAL IN STOCK				87.27	.58
I 70	REPLENISH BIN LOCATIONS				83.64	.66
E 36	PREPARE TEMPORARY OR HAND RECEIPTS				83.64	.57
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				83.64	.54
I 12	CONTACT ORGANIZATIONS TO PICK UP PROPERTY				81.82	.62
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				81.82	.61
F 61	PREPARE LABELS OR TAGS FOR PROPERTY				81.82	.60
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS				81.82	.58
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY				80.00	.67
I 65	REARRANGE BINS FOR MAXIMUM UTILIZATION OF SPACE AND PERSONNEL				80.00	.62
F 74	TAG OR RETAG EXCESS PROPERTY				80.00	.52
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				78.18	.68
H 32	INVENTORY EXPENDABLE SUPPLY ITEMS				78.18	.66
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS				78.18	.59
G 63	STENCIL LETTERS AND NUMBERS ON BINS				78.18	.55
F 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT				76.36	.69
B 48	PREPARE TOOL OR SUPPLY REQUISITIONS				76.36	.68
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				76.36	.54
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS				74.55	.65
I 25	ESTABLISH OR MAINTAIN STOCK CONTROL LEVELS				74.55	.63

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS				
	4036	713	13	97				
					CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....			
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....			
					AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....			
					PERCENT OF MEMBERS PERFORMING.....			
							
D-TSK	DUTY/TASK TITLE				<>	.	.	.
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				95.88	.69	.66	.66
G 41	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				95.88	.67	.64	1.30
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				92.78	.67	.63	1.93
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				88.66	.73	.64	2.57
G 55	STORE PROPERTY IN PALLET OR BULK LOCATIONS				88.66	.66	.52	3.16
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				88.66	.62	.55	3.71
B 60	SUPERVISE WAREHOUSE OR STORAGE FACILITIES				87.63	.90	.79	4.50
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION				85.57	.66	.57	5.07
G 34	PALLETIZE ITEMS FOR STORAGE				85.57	.66	.57	5.63
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				84.54	.66	.55	6.19
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES				84.54	.64	.54	6.73
H 60	PREPARE WAREHOUSE FOR INVENTORY				84.54	.62	.52	7.25
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE				84.54	.58	.49	7.74
P 18	MANAGE WAREHOUSE				83.51	.70	.75	8.49
L 2	CLEAN IMMEDIATE WORK AREA				82.47	.63	.52	9.01
A 24	PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES				80.41	.72	.58	9.59
G 3	ARRANGE STORAGE FACILITIES TO INSURE COMPLIANCE WITH ALL REGULATIONS AND LIMITATIONS				80.41	.66	.54	10.14
E 1	ACCEPT OR REJECT PROPERTY				80.41	.63	.51	10.64
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				79.36	.69	.55	11.19
B 9	ESTABLISH WORK PRIORITIES				79.36	.65	.51	11.71
H 20	COUNT PROPERTY				79.36	.61	.49	12.19
A 3	ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT				78.35	.63	.49	12.68
B 33	ORIENT NEWLY-ASSIGNED PERSONNEL				78.35	.57	.45	13.13
B 52	SUPERVISE CHECKING OR PROCESSING OF PROPERTY				77.32	.71	.55	13.68
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				76.29	.69	.53	14.20
B 56	SUPERVISE LOADING OR UNLOADING OF PROPERTY				76.29	.67	.51	14.71
G 24	IDENTIFY ITEMS REQUIRING REFRIGERATION OR OTHER SPECIAL STORAGE				74.23	.62	.46	15.17
A 23	PLAN LAYOUT OF FACILITIES				74.23	.60	.44	15.62
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				73.20	.68	.50	16.11
B 1	ASSIGN INDIVIDUALS TO DUTY POSITIONS				73.20	.60	.44	16.55
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				72.16	.59	.43	16.98
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				71.13	.67	.48	17.46

RECEIVING FOREMAN

GP0948 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 48
<p>CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....</p> <p>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....</p> <p>AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....</p> <p>PERCENT OF MEMBERS PERFORMING.....</p>				
0-TSK				
E 47 SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY	93.75		.72	.67
E 1 ACCEPT OR REJECT PROPERTY	91.67		.83	.77
E 23 MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY	91.67		.78	.72
HOLD AREA				2.15
A 3 ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT	91.67		.78	.71
E 15 EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	89.58		.76	.68
E 8 COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	87.50		.80	.70
A 24 PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES	87.50		.76	.66
E 28 OPEN CONTAINERS OR PACKAGES FOR INSPECTION	87.50		.74	.65
E 19 IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	87.50		.72	.63
E 20 IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	87.50		.71	.62
E 26 OFF-LOAD RECEIPTS OR TURN-INS	87.50		.71	.62
B 1 ASSIGN INDIVIDUALS TO DUTY POSITIONS	87.50		.70	.61
A 2 ESTABLISH CONTROLS AGAINST PILFERAGE	87.50		.64	.56
E 39 PROCESS AND RELEASE NORS/ANORS RECEIPTS	87.50		.64	.56
A 22 PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY	85.42		.89	.76
B 56 SUPERVISE LOADING OR UNLOADING OF PROPERTY	85.42		.78	.66
E 7 CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	85.42		.68	.58
E 24 NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNORS	83.33		.76	.63
E 25 NOTIFY ORGANIZATIONS ON DIRECTED SHIPMENTS	83.33		.67	.56
E 17 FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS	83.33		.63	.53
A 25 PLAN OR IMPLEMENT SAFETY PROGRAM	83.33		.52	.42
B 52 SUPERVISE CHECKING OR PROCESSING OF PROPERTY	81.25		.88	.71
E 21 LOAD MATERIAL ON MECHANICAL CONVEYOR LINES	79.17		.78	.62
B 9 ESTABLISH WORK PRIORITIES	79.17		.73	.58
E 18 GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE	79.17		.70	.56
E 44 SCREEN TURN-IN DOCUMENTS FOR COMPLETENESS	79.17		.68	.54
E 38 PROCESS AND CLEAR REJECTED PROPERTY	79.17		.67	.53
E 33 PREPARE PROPERTY FOR IN-CHECKING	77.08		.72	.56
C 10 EVALUATE SAFETY PRACTICES	77.08		.69	.53
E 43 RETURN PROPERTY FOR REROUTING OR DIVERSION	77.08		.57	.44
E 22 MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	75.00		.79	.59
E 48 VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	75.00		.76	.57
E 11 COMPLETE TURN-IN DOCUMENTS	75.00		.73	.55
				20.20

AD-A073 418

AIR FORCE HUMAN RESOURCES LAB BROOKS AFB TX
OCCUPATIONAL ANALYSIS OF THE CIVILIAN WG-6900 WAREHOUSING FAMIL--ETC(U)
NOV 78 J A BERGMANN

F/G 5/9

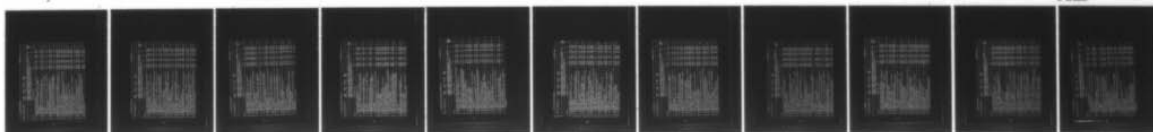
UNCLASSIFIED

AFHRL-TR-78-65

NL

2 OF 2

AD
A073418

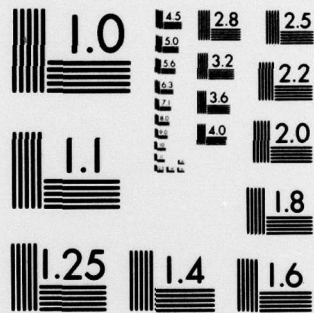


END

DATE
FILMED

9-79

DDC



MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

RECEIPT/PROCESSING.

GP0158 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MORS 125	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS..... TASK				
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				SEC
					PERCENT OF MEMBERS PERFORMING.....				NO
D-TSK					DUTY/TASK TITLE	<>	.	.	.
E 1	ACCEPT OR REJECT PROPERTY				92.80 1.11 1.03 1.03				
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				90.40 1.30 1.18 2.21				
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				90.40 1.24 1.12 3.33				
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				87.20 1.19 1.03 4.36				
E 24	NOTIFY EXPEDITERS FOR PICKUP OF MORS, ENORS, OR OMORS				85.60 1.08 .93 5.29				5
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				84.00 1.12 .94 6.23				
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS				81.60 1.07 .88 7.11				
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING				81.60 1.07 .87 7.98				
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				80.00 1.28 1.03 9.00				
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				80.00 1.19 .95 9.95				10
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL				77.60 1.12 .87 10.82				
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE				76.80 1.16 .89 11.71				
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY				76.00 1.18 .89 12.60				
E 11	COMPLETE TURN-IN DOCUMENTS				74.40 1.04 .79 13.39				
E 26	OFF-LOAD RECEIPTS OR TURN-INS				72.80 1.09 .79 14.19				15
E 47	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				72.00 1.08 .78 14.94				
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES				71.20 1.14 .81 15.77				
E 2	ADVISE CARRIER OF DISCREPANCY				70.40 .91 .64 16.41				
E 39	PROCESS AND RELEASE MORS/ANORS RECEIPTS				68.80 1.07 .74 17.15				
E 4	ANNOTATE SHIPPING DOCUMENTS				68.80 1.05 .72 17.87				20
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION				68.00 1.05 .71 18.58				
E 33	PREPARE PROPERTY FOR IN-CHECKING				66.40 1.18 .78 19.37				
L 2	CLEAN IMMEDIATE WORK AREA				65.60 1.24 .81 20.18				
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				65.60 1.08 .71 20.88				
G 66	UNCRATE OR UNPACK PROPERTY				64.00 1.14 .73 21.61				25
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT				63.20 1.02 .64 22.25				
E 25	NOTIFY ORGANIZATIONS ON DIRECTED SHIPMENTS				61.60 .90 .54 22.81				
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS				60.80 1.12 .68 23.49				
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS				59.20 1.21 .72 24.21				
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				59.20 1.21 .72 24.93				30
E 40	PROCESS REPAIRABLE RECEIPTS				59.20 1.12 .66 25.59				
H 20	COUNT PROPERTY				57.60 1.15 .66 26.25				

SPECIAL HANDLING					GP0267 PAGE 1				
TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	HOURS					
	4036	713	13	87					
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK				
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ				
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					..				
PERCENT OF MEMBERS PERFORMING.....					..				
DUTY/TASK TITLE					<>				
D-TSK					..				
L 1 CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	94.25	1.10	1.03	1.03					
G 39 PLACE PROPERTY IN SPECIAL STORAGE FACILITIES	89.66	1.01	1.01	2.04					
L 40 PREPARE MILEAGE REPORTS	86.21	1.02	.88	2.92					
I 7 CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION	85.06	1.04	.88	3.80					
G 6 BIND OR TAPE TOGETHER MULTIPLE QUANTITIES	85.06	.98	.83	4.63	5				
E 7 CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED	83.91	.99	.83	5.47					
I 8 CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	81.61	1.04	.85	6.32					
K 33 SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION	80.46	.95	.76	7.08					
I 6 CHECK PRECISION TOOLS AND GAUGES FOR INSPECTION TAG OR LABEL	79.31	1.02	.81	7.89					
G 49 STORE PROPERTY IN MILITARY VANS	79.31	.97	.77	8.66	10				
M 19 CORRECT INVENTORY DISCREPANCIES	78.16	.94	.74	9.40					
G 10 COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS	75.86	1.00	.76	10.16					
G 33 NOTIFY USING ACTIVITIES OF SUSPENDED ITEMS	75.86	.96	.73	10.89					
I 28 EXAMINE ITEMS TO SEE THAT THEY ARE PROPERLY CUSHIONED OR BLOCKED WITHIN CONTAINERS	74.71	.94	.71	11.59					
D 22 WHITE COURSE TRAINING MATERIALS	74.71	.91	.68	12.27	15				
G 9 CLEAR PERSONNEL FOR ACCESS INTO AREA	71.26	.99	.71	12.98					
G 35 PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION	71.26	.97	.69	13.67					
G 45 STORE PROPERTY IN PALLET OR BULK LOCATIONS	71.26	.97	.69	14.36					
E 22 MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	71.26	.97	.69	15.05					
L 16 OPERATE ELECTRIC FORK-LIFTS	71.26	.94	.67	15.72	20				
E 27 OPERATE CONTROL PANEL TO ROUTE MATERIAL	71.26	.93	.66	16.38					
G 5 ASSIGN SCRAP CODES	71.26	.91	.65	17.03					
I 51 MONITOR TOOL CRIB ACCOUNTS	70.11	.98	.69	17.72					
G 43 PREPARE MASTER RECORDS FOR ITEMS	70.11	.92	.65	18.36					
J 43 PROVIDE NECESSARY PROTECTION FOR ITEMS REQUIRING SPECIAL HANDLING	68.97	1.04	.72	19.08	25				
J 6 CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	68.97	.91	.63	19.71					
F 40 PREPARE INSPECTION REPORTS	68.97	.87	.60	20.31					
I 29 EXAMINE MARKINGS ON ITEMS, CRATES, BOXES, OR PACKAGES TO SEE THAT THEY ARE ACCURATE AND LEGIBLE	66.67	.95	.63	20.94					
L 2 CLEAN IMMEDIATE WORK AREA	66.67	.84	.56	21.50					
E 16 FILE, UPDATE, CORRECT, OR INPUT RECEIPT DUE-IN CARDS	66.67	.73	.48	21.99	30				
E 47 SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY	65.52	.97	.64	22.63					
E 14 DISTRIBUTE OR MAIL DOCUMENTS	65.52	.97	.63	23.26					

COMMISSARY SERVICES

GP019A PAGE 1

TASK JOB DESCRIPTION	CASES 403A	TASKS 713	DUTIES 13	MBSRS 241	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....	AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....			SEQ
									NO
0-TSK	DUTY/TASK TITLE								
L 2	CLEAN IMMEDIATE WORK AREA				91.57	1.80	1.64	1.64	
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				88.51	2.02	1.78	3.53	
G 34	PALLETIZE ITEMS FOR STORAGE				83.91	1.89	1.59	5.02	
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS				81.23	1.86	1.51	6.53	
L 91	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				80.08	1.62	1.30	7.82	5
M 20	COUNT PROPERTY				78.54	1.82	1.43	9.24	
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				77.78	1.63	1.27	10.52	
E 1	ACCEPT OR REJECT PROPERTY				77.01	1.59	1.22	11.75	
M 38	INVENTORY WAREHOUSE STOCKS				75.48	1.80	1.36	13.11	
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				75.10	1.75	1.31	14.42	10
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				73.95	1.72	1.27	15.69	
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				73.56	1.82	1.34	17.03	
M 40	PREPARE WAREHOUSE FOR INVENTORY				72.80	1.75	1.27	18.31	
L 18	OPERATE HANDCARTS				69.73	1.75	1.22	19.53	
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				64.75	1.62	1.05	20.57	15
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE				63.98	1.46	.94	21.51	
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				62.84	1.39	.87	22.38	
I 80	SIGN FOR PROPERTY				60.92	1.70	1.04	23.42	
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				60.92	1.67	1.02	24.44	
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION				60.54	1.75	1.06	25.50	20
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION				59.39	1.69	1.00	26.50	
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				57.47	1.67	.96	27.46	
E 2	ADVISE CARRIER OF DISCREPANCY				57.47	1.43	.82	28.28	
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				57.47	1.43	.82	29.10	
L 3	CLEAN OR PAINT FACILITIES				56.32	1.38	.78	29.87	25
M 10	CONDUCT RECOUNTS				56.32	1.35	.76	30.63	
M 16	CONDUCT WALL TO WALL INVENTORIES				54.79	1.60	.88	31.51	
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				52.11	1.65	.86	32.37	
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				51.72	1.56	.81	33.18	
M 7	CONDUCT CYCLE INVENTORIES				50.57	1.63	.82	34.00	30
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				49.04	1.70	.83	34.83	
E 4	ANNOTATE SHIPPING DOCUMENTS				47.51	1.46	.69	35.53	

AIRCRAFT FREIGHT LOADING

SPECIAL PAGE

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	HOURS	TASK
	4036	713	13	237	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				
L 17	OPERATE GASOLINE POWERED FORK-LIFTS	89.87	1.36	1.22	1.22
L 2	CLEAN IMMEDIATE WORK AREA	84.92	1.19	1.03	2.26
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN	81.43	1.22	.99	3.25
J 7	CHECK OUTGOING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION	80.17	1.26	1.01	4.26
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION	79.32	1.25	.99	5.25
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA	77.64	1.15	.89	6.14
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE	76.79	1.21	.93	7.07
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT	73.84	1.19	.88	7.95
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT	72.57	1.22	.89	8.84
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	72.57	1.18	.86	9.69
J 49	SECURE MATERIAL TO PALLETS WITH STRAPS, NETS, OR CHAINS	70.46	1.22	.84	10.55
L 7	DRIVE CAR OR PICK-UP TRUCK	70.04	1.00	.70	11.25
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING	67.62	1.07	.75	12.00
J 5	CHECK BUILD-UP OF PALLETS	68.78	1.19	.82	12.81
E 1	ACCEPT OR REJECT PROPERTY	68.78	1.10	.75	13.57
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT	67.93	1.03	.70	14.27
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS	67.51	1.07	.72	14.99
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL	67.51	1.01	.68	15.68
J 4	CHECK AND RECORD OUTBOUND SHIPMENTS	66.67	1.02	.68	16.36
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY	65.82	1.21	.80	17.15
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS	65.40	1.10	.72	18.51
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT	65.40	1.05	.69	19.20
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY	65.40	1.00	.64	19.84
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS	64.98	1.19	.77	20.63
E 24	NOTIFY EXPEDITERS FOR PICKUP OF HOURS, ENORS, OR GNORS RECEIPTS	64.98	1.03	.67	21.30
L 29	OPERATE TUGS	64.19	.98	.63	21.92
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION	63.29	1.20	.76	22.68
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES	63.29	1.05	.66	23.34
J 38	PALLETIZE SURFACE FREIGHT	62.45	1.07	.67	24.01
J 44	PULL MATERIAL FOR SHIPMENT	62.03	1.14	.71	24.71
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION	61.40	1.19	.74	25.45
J 47	ROUTE MATERIAL TO PROPER HOLDING BAY	61.40	1.09	.67	26.12

MATERIALS AND EQUIPMENT INSPECTING

6901A7 PAGE 1

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBRS	TASK
	4036	713	13	354	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE	<>>	.	.	.
F 34	IDENTIFY PROPERTY USING SUPPLY OR TECHNICAL PUBLICATIONS	93.26	1.33	1.24	1.24
F 61	PREPARE LABELS OR TAGS FOR PROPERTY	91.85	1.41	1.48	2.72
F 33	IDENTIFY PROPERTY REQUIRING TO COMPLIANCE OR TO MODIFICATION	90.73	1.19	1.08	3.80
F 7	COMPARE IDENTITY, CONDITION, AND STATUS OF PROPERTY WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS OR TAGS	88.76	1.58	1.41	5.20
F 39	INSPECT DAMAGED MATERIAL FOR DEFICIENCIES IN PACKING, PRESERVATION, OR HANDLING METHODS	88.76	1.81	1.07	6.27
F 11	CONDITION-CODE SUPPLY ITEMS OR EQUIPMENT	86.80	1.36	1.18	7.46
F 74	TAG OR RETAG EXCESS PROPERTY	85.11	1.13	.96	8.41
F 31	IDENTIFY COMPONENTS TO ASSEMBLIES	85.11	1.08	.92	9.33
F 56	PREPARE DISCREPANCY REPORTS	83.99	1.17	.98	10.31
F 49	LIST COMPONENT PART SHORTAGES	82.30	.97	.80	11.12
F 38	INSPECT CONTAINERS AND LABELS OF TOXIC AND VOLATILE MATERIALS	81.46	1.03	.84	11.96
F 82	VERIFY UNIT OF ISSUE FOR SUPPLIES OR EQUIPMENT	79.78	1.26	1.01	12.96
F 19	DESIGNATE ITEMS FOR DISPOSAL	79.21	1.01	.80	13.76
F 10	COMPUTE AND ASSIGN SHELF-LIFE EXPECTANCY OR CURE DATES	78.65	1.16	.91	14.67
F 68	REQUEST IDENTIFICATION INFORMATION FOR PROPERTY THAT CANNOT BE IDENTIFIED	78.37	.94	.74	15.41
F 25	DETERMINE FSN TO BE ASSIGNED TO ITEMS	77.53	1.22	.95	16.35
F 20	DETERMINE CAUSE OF UNSERVICEABILITY	77.53	1.13	.87	17.23
F 42	INSPECT REPAIRABLE OR LOCAL PURCHASE RECEIPTS	76.97	1.18	.91	18.14
F 48	INSURE HISTORICAL RECORD IS ATTACHED TO MATERIAL	76.97	1.10	.85	18.99
F 21	DETERMINE CLASSIFICATION OF PROPERTY	74.44	1.13	.84	19.83
F 75	TAG OR RETAG MATERIAL IN STOCK	72.47	1.28	.93	20.76
F 27	DETERMINE INTERCHANGEABILITY OF ITEMS	72.47	1.00	.72	21.48
E 1	ACCEPT OR REJECT PROPERTY	71.35	1.10	.79	22.27
F 32	IDENTIFY ITEMS USING PRECISION MEASURING TOOLS	71.07	.92	.65	22.92
F 12	CONDUCT FOLLOW-UP INSPECTIONS	70.51	1.08	.76	23.68
F 35	IDENTIFY, SEGREGATE, OR FORWARD MISROUTED MATERIAL FOR RESHIPMENT	70.51	.99	.70	24.38
F 59	PREPARE INPUT FORMAT FOR CONDITION OR IDENTIFICATION CHANGES	69.94	1.13	.79	25.17
F 52	PERFORM SURVEILLANCE OF AGE CONTROL ITEMS	69.38	1.16	.80	25.97
F 81	VERIFY UNIT COSTS OF SUPPLIES OR EQUIPMENT	68.54	1.00	.69	26.66
F 41	INSPECT ITEMS IN STORAGE FOR SIGNS OF CORROSION, DECAY, OR DETERIORATION	67.98	1.21	.82	27.48
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS	67.70	1.24	.84	28.32

TOOL AND PARTS ATTENDING					620023 PAGE 1	
TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MMRS 120		
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....						
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK	SEQ
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....						NO
PERCENT OF MEMBERS PERFORMING.....						
D-TSK	DUTY/TASK TITLE				<>	
L 2	CLEAN IMMEDIATE WORK AREA				80.83	2.01 1.63 1.63
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				69.17	2.02 1.40 3.02
I 80	SIGN FOR PROPERTY				69.17	1.82 1.26 4.28
M 20	COUNT PROPERTY				66.67	1.75 1.17 5.45
I 34	INSURE CUSTOMER IS AUTHORIZED TO OBTAIN PROPERTY				42.50	1.93 1.21 4.65 5
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				61.67	1.73 1.07 7.72
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY				61.67	1.67 1.03 8.74
I 70	REPLENISH BIN LOCATIONS				60.83	1.96 1.19 9.95
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS				59.17	1.69 1.00 10.94
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				58.33	1.96 1.14 12.09 10
I 39	ISSUE OR EXCHANGE TOOLS AND EQUIPMENT				57.50	2.12 1.22 13.31
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				55.83	1.62 .90 14.21
E 1	ACCEPT OR REJECT PROPERTY				55.83	1.51 .84 15.05
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				55.00	1.71 .94 15.99
G 42	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES				55.00	1.23 .68 16.67 15
I 12	CONTACT ORGANIZATIONS TO PICK UP PROPERTY				52.50	1.70 .89 17.56
M 31	INVENTORY EQUIPMENT OR HAND TOOLS				51.67	1.60 .83 18.39
I 33	INSPECT TOOLS AND EQUIPMENT FOR CLEANLINESS AND CONDITION BEFORE ACCEPTANCE				50.83	1.84 .94 19.33
I 9	COMPARE CONDITION, QUANTITY, AND UNIT OF ISSUE WITH INFORMATION CONTAINED ON RELEASE DOCUMENTS				48.33	1.71 .82 20.15
L 3	CLEAN OR PAINT FACILITIES				48.33	1.43 .69 20.85 2
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE				48.33	1.43 .69 21.54
I 17	DETERMINE SERVICEABILITY OF ITEMS				47.50	1.56 .74 22.28
I 52	MOVE PROPERTY TO PICK UP AND DELIVERY UNITS OR STORAGE AREAS				46.67	1.61 .75 23.03
I 48	RECEIVE OR ISSUE SPECIAL TOOLS				45.00	1.64 .74 23.77
I 24	ESTABLISH BACK ORDERS				45.00	1.61 .73 24.49 2
I 65	REARRANGE BINS FOR MAXIMUM UTILIZATION OF SPACE AND PERSONNEL				45.00	1.52 .68 25.18
G 43	STENCIL LETTERS AND NUMBERS ON BINS				44.17	1.24 .55 25.73
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				43.33	1.75 .76 26.49
E 36	PREPARE TEMPORARY OR HAND RECEIPTS				43.33	1.52 .66 27.14
F 61	PREPARE LABELS OR TAGS FOR PROPERTY				42.50	1.52 .65 27.79 30
B 48	PREPARE TOOL OR SUPPLY REQUISITIONS				41.67	1.52 .63 28.42
L 4	CLEAN TOOLS OR EQUIPMENT				40.83	1.55 .63 29.06
G 66	UNCRATE OR UNPACK PROPERTY				40.83	1.42 .58 29.64

RECEIVING

SP00A2 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 316						TASK
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....										SEQ
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....										NO
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....										
PERCENT OF MEMBERS PERFORMING.....										
D-TSK	DUTY/TASK TITLE				<>>
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				81.01	3.45	2.80	2.80	2.80	
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				74.68	2.52	1.88	4.68		
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				70.57	2.91	2.06	6.73		
E 1	ACCEPT OR REJECT PROPERTY				69.30	2.47	1.71	8.45		
E 40	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				68.67	3.25	2.23	10.67	5	
E 20	IDENTIFY PROPERTY REQUIRING SPECIAL HANDLING				68.04	2.60	1.77	12.44		
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				67.41	3.15	2.12	14.57		
E 19	IDENTIFY CLASSIFIED OR PRIORITY MATERIAL				67.41	2.62	1.77	16.33		
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				67.09	3.10	2.08	18.41		
E 22	MAINTAIN SECURITY HANDLING FOR INCOMING SENSITIVE PROPERTY				62.34	2.55	1.59	20.00	10	
E 21	LOAD MATERIAL ON MECHANICAL CONVEYOR LINES				41.71	3.04	1.89	21.89		
E 17	FLAG ITEMS FOR INSPECTION WHEN DISCREPANCY EXISTS				52.81	2.44	1.46	23.35		
E 18	GROUP PROPERTY ITEMS RECEIVED FOR MOVING TO STORAGE				57.59	2.77	1.60	24.95		
L 2	CLEAN IMMEDIATE WORK AREA				56.65	2.81	1.59	26.54		
E 2	ADVISE CARRIER OF DISCREPANCY				56.65	2.10	1.19	27.73	15	
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				55.70	2.50	1.39	29.12		
E 26	OFF-LOAD RECEIPTS OR TURN-INS				52.85	2.50	1.32	30.44		
E 33	PREPARE PROPERTY FOR IN-CHECKING				52.22	2.86	1.49	31.93		
E 4	ANNOTATE SHIPPING DOCUMENTS				51.58	2.44	1.24	33.19		
E 24	NOTIFY EXPEDITERS FOR PICKUP OF NORS, ENORS, OR GNORS RECEIPTS				50.95	2.19	1.12	34.31	20	
E 47	SELECT PROPER METHOD AND EQUIPMENT FOR MOVEMENT OF PROPERTY				48.10	2.50	1.20	35.51		
E 45	SEGREGATE INCOMING PROPERTY BY DESTINATION				44.30	2.79	1.24	36.75		
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT				42.41	2.55	1.08	37.83		
E 25	NOTIFY ORGANIZATIONS ON DIRECTED SHIPMENTS				42.41	1.97	.84	38.67		
E 40	PROCESS REPAIRABLE RECEIPTS				41.14	2.72	1.12	39.78	25	
E 6	ASSIGN DOCUMENT NUMBERS OR VOUCHER NUMBERS TO RECEIVING DOCUMENTS AND REPORTS				41.14	2.29	.94	40.73		
E 13	DELIVER MATERIAL TO SPECIAL HANDLING OR IEMO WAREHOUSE				41.14	2.15	.89	41.61		
E 11	COMPLETE TURN-IN DOCUMENTS				40.51	2.45	.99	42.60		
E 9	COMPLETE INCHECKER'S TALLY SHEET				38.92	2.51	.98	43.58		
E 27	OPERATE CONTROL PANEL TO ROUTE MATERIAL				38.29	2.23	.85	44.44	30	
E 44	SCREEN TURN-IN DOCUMENTS FOR COMPLETENESS				36.71	2.36	.86	45.30		
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				36.08	2.45	.88	46.19		

STORAGE

GP0064 PAGE 1

TASK JOB DESCRIPTION	CASES	TASKS	DUTIES	MBMS					
	4036	713	13	300					
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK				
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEQ				
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING....					NO				
PERCENT OF MEMBERS PERFORMING.....					.				
DUTY/TASK TITLE					<>				
D-TSK					.				
G 40	PLACE PROPERTY IN WAREHOUSE RINS, RACKS, OR BAYS			84.00	4.50	3.78	3.78	3.78	
G 65	STORE PROPERTY IN PALLET OR BULK LOCATIONS			64.33	3.55	2.29	6.06		
L 2	CLEAN IMMEDIATE WORK AREA			60.33	4.08	2.46	8.52		
G 34	PALLETIZE ITEMS FOR STORAGE			59.33	3.76	2.23	10.75		
M 20	COUNT PROPERTY			52.67	3.79	2.00	12.75		5
G 62	SET UP BINS, RACKS, BAYS, OR OTHER STORAGE FACILITIES			49.00	2.81	1.38	14.12		
G 44	PREPARE OR CORRECT BIN CARDS OR LABELS			47.00	3.24	1.52	15.65		
G 11	CONDUCT RE-WAREHOUSING OR SET UP NEW WAREHOUSE			44.67	3.04	1.36	17.00		
M 38	INVENTORY WAREHOUSE STOCKS			42.33	3.90	1.65	18.66		
G 10	COMPLETE FORMAT TO KILL, ESTABLISH, OR CORRECT LOCATIONS			40.67	3.35	1.36	20.02		10
G 36	PLACE ITEMS IN BAGS AND ATTACH LABELS			40.67	3.06	1.24	21.26		
G 7	CHECK RECORDED LOCATIONS, ADJACENT AREAS, AND RECEIVING BAYS FOR MATERIAL			39.67	3.32	1.32	22.58		
G 39	PLACE PROPERTY IN SPECIAL STORAGE FACILITIES			39.67	3.15	1.25	23.83		
L 1	CHECK LIGHTS, HEATERS, WINDOWS, AND DOORS FOR SECURITY			36.33	3.39	1.23	25.06		
G 66	UNKATE OR UNPACK PROPERTY			36.33	3.01	1.09	26.16		15
L 18	OPERATE HANDCARTS			35.67	4.09	1.46	27.61		
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS			35.67	3.20	1.14	28.76		
L 17	OPERATE GASOLINE POWERED FORK-LIFTS			34.33	3.21	1.10	29.86		
G 6	BIND OR TAPE TOGETHER MULTIPLE QUANTITIES			33.67	2.95	.99	30.85		
E 1	ACCEPT OR REJECT PROPERTY			33.33	3.01	1.00	31.85		20
G 63	STENCIL LETTERS AND NUMBERS ON BINS			32.33	2.68	.87	32.72		
M 49	PLACE COUNT CARDS IN BINS			32.00	2.71	.87	33.59		
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS			31.67	3.51	1.11	34.70		
G 38	PLACE PROPERTY IN OPEN STORAGE			31.33	3.10	.97	35.67		
G 37	PLACE LOCATION SYMBOLS ON STORAGE FACILITIES			31.33	2.99	.94	36.61		25
J 44	PULL MATERIA FOR SHIPMENT			30.00	3.58	1.08	37.68		
G 35	PERFORM OPERATIONS TO PROTECT STOCK FROM FIRE, THEFT, OR DETERIORATION			29.00	3.05	.88	38.57		
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA			27.00	3.48	.94	39.50		
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE			26.67	3.12	.83	40.34		
G 55	REMOVE PACKING AND CUSHIONING MATERIEL			26.00	2.81	.73	41.07		30
M 60	PREPARE WAREHOUSE FOR INVENTORY			25.00	3.38	.84	41.91		
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION			25.00	3.06	.77	42.68		
G 15	CONTROL STOCK ROTATION TO PREVENT DETERIORATION			25.00	3.01	.75	43.43		
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION			24.33	2.65	.64	44.07		

TASK JOB DESCRIPTION	CASES 9036	TASKS 713	DUTIES 13	MORS 333	
CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					TASK
AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....					SEC
AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....					NO
PERCENT OF MEMBERS PERFORMING.....					
D-TSK	DUTY/TASK TITLE				
	<>				
B 1	ASSIGN INDIVIDUALS TO DUTY POSITIONS				
A 24	PLAN OR DIRECT ASSIGNMENTS AND DUTIES OF SUBORDINATES				
			85.59	1.64	1.40
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE				
			83.18	1.73	1.44
A 3	ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT				
			82.88	1.49	1.24
			79.88	1.53	1.22
					5.30
B 2	BRIEF EMPLOYEES ON POSITION CLASSIFICATION, PROMOTION PROGRAM, OR GRIEVANCE PROCEDURE				
			78.38	1.26	.99
					6.28
					5
A 25	PLAN OR IMPLEMENT SAFETY PROGRAM				
			78.08	1.42	1.11
B 51	SCHEDULE LEAVES OR PASSES				
			77.18	1.28	.99
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				
			75.38	1.83	1.38
					9.76
B 9	ESTABLISH WORK PRIORITIES				
			75.38	1.51	1.13
					10.89
B 7	CONDUCT SECURITY OR SAFETY MEETINGS				
			74.17	1.35	1.00
					11.89
B 37	PREPARE AND MAINTAIN CIVILIAN EMPLOYEE RECORDS, E.G., AF-971				
			73.87	1.35	1.00
					12.89
B 11	INSURE EMPLOYEES ARE FAMILIAR WITH CURRENT TO'S AND DIRECTIVES				
			73.57	1.33	.98
					13.87
A 26	PLAN SUPERVISORY SELF-INSPECTION PROGRAM				
			72.07	1.33	.96
					14.82
B 3	BRIEF EMPLOYEES ON STANDARD OF CONDUCT (AFR 30-30)				
			72.07	1.22	.88
					15.70
B 33	ORIENT NEWLY-ASSIGNED PERSONNEL				
			70.27	1.19	.84
					16.54
B 4	CERTIFY OR MAINTAIN TIME CARDS				
			68.17	1.29	.88
					17.41
B 12	INTERPRET POLICIES OR DIRECTIVES				
			67.87	1.35	.92
					18.33
A 27	PLAN TRAINING REQUIREMENTS				
			66.67	1.19	.79
					19.12
B 42	PREPARE NOTICE OF ANNUAL PERFORMANCE RATINGS ON CIVILIAN EMPLOYEES				
			65.47	1.16	.76
					19.88
B 60	SUPERVISE WAREHOUSE OR STORAGE FACILITIES				
			65.17	1.98	1.29
					21.17
B 52	SUPERVISE CHECKING OR PROCESSING OF PROPERTY				
			63.36	1.66	1.05
					22.22
B 34	PERFORM IN-HOUSE QUALITY CHECKS				
			62.76	1.51	.95
					23.17
A 13	ESTIMATE PERSONNEL REQUIREMENTS				
			62.76	1.31	.82
					24.00
A 4	ESTABLISH LOCAL RECORDS AND REPORTING PROCEDURES				
			62.46	1.32	.82
					24.82
A 23	PLAN LAYOUT OF FACILITIES				
			61.26	1.34	.82
					25.64
C 1	EVALUATE AND ANALYZE WORKLOADS				
			60.96	1.39	.85
					26.49
B 35	PREPARE ACCIDENT REPORTS				
			60.96	.89	.54
					27.03
B 56	SUPERVISE LOADING OR UNLOADING OF PROPERTY				
			60.36	1.61	.97
					28.00
A 36	SCHEDULE DUTY HOURS OF SUBORDINATES				
			60.06	1.26	.76
					28.76
A 1	CONDUCT STAFF MEETINGS				
			58.56	1.24	.72
					29.48
A 10	ESTIMATE EQUIPMENT REQUIREMENTS				
			58.56	1.19	.70
					30.17
B 18	MANAGE WAREHOUSE				
			58.26	1.90	1.11
					31.28
C 10	EVALUATE SAFETY PRACTICES				
			57.96	1.29	.75
					32.03
B 13	INTERVIEW ON HIRE PERSONNEL				
			57.36	1.00	.58
					32.60
B 8	ESTABLISH PRODUCTION OR PERFORMANCE STANDARDS				
			56.46	.73	.33
					33.34
C 6	EVALUATE PILFERAGE AND DAMAGE PRECAUTIONS				
			54.65	1.21	.66
					34.00

VEHICLE OPERATING

GP0035 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MBRS 139	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK SEQ
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				NO
					PERCENT OF MEMBERS PERFORMING.....				
D-TSK	DUTY/TASK TITLE				<>				
L 2	CLEAN IMMEDIATE WORK AREA				71.94	9.31	6.70	6.70	
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				56.83	7.00	9.98	10.68	
L 41	REMOVE AND DISPOSE OF TRASH, WASTE, OR MATERIALS				52.52	6.16	3.23	13.91	
L 7	DRIVE CAR OR PICK-UP TRUCK				37.41	4.00	1.50	15.41	
L 1	CHECK LIGHTS, HEADLERS, WINDOWS, AND DOORS FOR SECURITY				35.97	5.54	1.99	17.40	5
L 10	INSPECT VEHICLE PRIOR TO AND DURING OPERATION				35.25	4.14	1.46	18.86	
L 8	DRIVE 1 1/2 TON OR 2 1/2 TON TRUCK				33.09	4.18	1.38	20.25	
L 18	OPERATE HANDCARTS				32.37	5.02	1.62	21.87	
L 16	OPERATE ELECTRIC FORK-LIFTS				29.50	6.57	1.94	23.81	
L 29	OPERATE TUGS				28.78	3.36	.97	24.77	10
L 3	CLEAN OR PAINT FACILITIES				26.62	3.82	1.02	25.79	
L 4	CLEAN TOOLS OR EQUIPMENT				25.90	4.88	1.26	27.05	
K 24	LOAD OR UNLOAD UNCLASSIFIED FREIGHT				25.18	3.98	1.00	28.06	
L 45	WASH AND WAX TRUCKS OR VEHICLES				24.46	3.32	.81	28.87	
J 49	SECURE MATERIAL TO PALLETS WITH STRAPS, NETS, OR CHAINS				23.74	5.01	1.19	30.06	15
L 5	CLEAN VEHICLE INTERIORS				22.30	3.35	.75	30.80	
J 6	CHECK LOAD TO INSURE MATERIAL IS PROPERLY TIED DOWN				21.58	4.27	.92	31.73	
L 24	OPERATE PONEK CONVEYORS				20.86	3.67	.77	32.50	
J 7	CHECK OUTGOING MATERIEL FOR PROPER IDENTIFICATION AND CONDITION				20.14	3.97	.80	33.30	
K 22	LOAD OR UNLOAD CLASSIFIED FREIGHT				20.14	3.35	.67	33.97	20
L 35	PERFORM OPERATOR MAINTENANCE ON ASSIGNED VEHICLES				19.42	3.35	.65	34.62	
E 1	ACCEPT OR REJECT PROPERTY				18.71	4.80	.90	35.52	
J 50	SECURE MATERIAL TO TRAILERS OR EXPEDITER VEHICLES				17.99	4.09	.74	36.26	
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				17.99	3.89	.70	36.95	
K 33	SEPARATE CARGO BY PRIORITY, CATEGORY, OR DESTINATION				17.99	3.73	.67	37.63	25
K 23	LOAD OR UNLOAD DANGEROUS FREIGHT				17.99	3.39	.61	38.24	
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				17.27	4.32	.75	38.98	
J 47	ROUTE MATERIAL TO PROPER HOLDING BAY				17.27	3.57	.62	39.60	
J 38	PALLETIZE SURFACE FREIGHT				16.55	4.57	.76	40.36	
K 5	CHECK PALLETS FOR PROPER STRAPPING AND NETTING				16.55	3.36	.56	40.91	30
K 19	INSPECT LABELS, TAGS, OR MARKINGS OF HAZARDOUS OR MAGNETIC MATERIAL				16.55	2.87	.47	41.39	
J 5	CHECK BUILD-UP OF PALLETS				15.83	3.95	.63	42.01	
K 16	INSPECT CONDITION OF FREIGHT PRIOR TO MOVEMENT				15.83	3.34	.53	42.54	
J 3	ASSEMBLE CARGO FROM HOLDING AREAS FOR SHIPMENT				15.11	4.92	.74	43.28	
G 40	PLACE PROPERTY IN WAREHOUSE BINS, RACKS, OR BAYS				15.11	4.82	.73	44.01	35

FREIGHT CHECKING

GR0025 PAGE 1

TASK JOB DESCRIPTION	CASES 4036	TASKS 713	DUTIES 13	MGRS 45	CUMULATIVE SUM OF AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				TASK SEQ
					AVERAGE PERCENT TIME SPENT BY ALL MEMBERS.....				NO
					AVERAGE PERCENT TIME SPENT BY MEMBERS PERFORMING.....				
					PERCENT OF MEMBERS PERFORMING.....				
D-TSK	DUTY/TASK TITLE				<>
E 1	ACCEPT OR REJECT PROPERTY				68.89	10.88	7.49	7.49	
E 7	CHANGE RECEIVING DOCUMENTS TO REFLECT ACTUAL QUANTITY OF MATERIAL RECEIVED				35.56	7.28	2.59	10.08	
E 15	EXAMINE INCOMING CARGO FOR WEIGHT, SHORTAGES, OVERAGES, OR DAMAGE				31.11	9.24	2.88	12.96	
I 80	SIGN FOR PROPERTY				28.89	13.50	3.90	16.86	
E 2	ADVISE CARRIER OF DISCREPANCY				28.89	12.11	3.50	20.36	5
E 8	COMPARE IDENTITY AND PHYSICAL COUNT WITH INFORMATION CONTAINED IN RECEIVING DOCUMENTS, TAGS, LABELS, OR MARKINGS				24.44	9.22	2.25	22.61	
E 23	MOVE PROPERTY TO DELIVER, STORAGE, OR DISCREPANCY HOLD AREA				24.44	7.38	1.80	24.41	
E 5	ARRANGE FOR DELIVERY AND DISTRIBUTION OF FREIGHT				22.22	8.43	1.87	26.29	
A 22	PLAN FOR RECEIPT, STORAGE, AND ISSUE OF PROPERTY				20.00	8.26	1.65	27.94	
E 28	OPEN CONTAINERS OR PACKAGES FOR INSPECTION				20.00	7.52	1.50	29.44	10
E 3	ANALYZE SHIPPING DOCUMENTS OR MANIFESTS TO DETERMINE NATURE OF INBOUND SHIPMENTS				17.78	10.75	1.91	31.35	
E 26	OFF-LOAD RECEIPTS OR TURN-INS				17.78	9.35	1.66	33.02	
A 38	SCHEDULE INVENTORIES				17.78	7.11	1.26	34.28	
L 17	OPERATE GASOLINE POWERED FORK-LIFTS				17.78	5.83	1.04	35.32	
E 4	ANNOTATE SHIPPING DOCUMENTS				13.33	8.61	1.15	36.47	15
E 48	VERIFY QUANTITIES RECEIVED AGAINST BILLS OF LADING, CONTRACTS, PURCHASE REQUESTS, OR SHIPPING DOCUMENTS				13.33	7.93	1.06	37.52	
B 5	COMPUTE STOCK CONTROL LEVELS				13.33	7.46	.99	38.52	
I 7	CHECK INCOMING MATERIAL FOR CORRECT ACCOUNTABILITY AND DOCUMENTATION				13.33	7.00	.93	39.45	
B 16	MANAGE TOOL CRIB				11.11	14.14	1.57	41.02	
C 15	INSPECT HAND TOOLS OR OPERATING SUPPLIES				11.11	9.37	1.04	42.06	20
G 46	UNCRATE OR UNPACK PROPERTY				11.11	7.93	.88	42.94	
B 15	MANAGE STOCKROOM				11.11	6.80	.76	43.70	
B 18	MANAGE WAREHOUSE				11.11	6.26	.70	44.39	
A 25	PLAN OR IMPLEMENT SAFETY PROGRAM				11.11	5.89	.65	45.05	
B 55	SUPERVISE INVENTORIES				11.11	5.79	.64	45.69	25
L 7	DRIVE CAR OR PICK-UP TRUCK				11.11	4.90	.54	46.24	
A 2	ESTABLISH CONTROLS AGAINST PILFERAGE				11.11	4.23	.47	46.71	
E 9	COMPLETE INCHECKER'S TALLY SHEET				8.89	11.89	1.06	47.76	
I 39	ISSUE OR EXCHANGE TOOLS AND EQUIPMENT				8.89	10.01	.89	48.65	
B 48	PREPARE TOOL OR SUPPLY REQUISITIONS				8.89	7.56	.67	49.33	30
I 8	CHECK INCOMING MATERIAL FOR PROPER IDENTIFICATION AND CONDITION				8.89	7.33	.65	49.98	